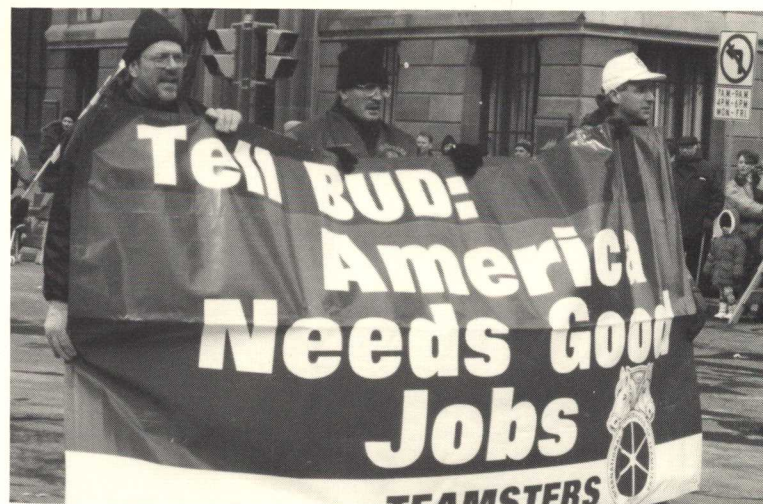


TDU Rank & File Convention



NOVEMBER 5-7, 1999 ★ CLEVELAND

Welcome!

Welcome to Cleveland — the birthplace of the TDU movement — and the 24th annual TDU Rank & File Convention. We come together on the eve of the new millennium, a reminder to us that what we do here is critical to the future of our Teamsters Union and the whole labor movement.

There are forces at the top of our union who seem bent on heading backwards in time, stuck in an era of top-down unionism that has failed. TDU is dedicated to bringing about an inclusive, democratic union that trusts the rank and file and taps the energy of the members.

We have seen good examples of that rank and file power this year, and those will be discussed this weekend. We have seen in the 1998 election results that where we were able to take the message of rank and file power to the members, it resonated. The Tom Leedham slate won where we had people to carry the message. It's our job to build and spread the movement.

We're here to share experiences and leave better prepared to build our TDU movement, to put hundreds of reform delegates on the floor of the 2001 IBT convention, to advance our vision of unionism and to develop thousands of new Teamster leaders at all levels of this union.

We're also here to protect and expand the rights we have fought long and hard to win, including the right to an impartially supervised International Union election and delegate elections.

Let's take full advantage of our time together here. We have a full program of educational workshops and meetings. We have Teamster and TDU leaders present to meet and exchange ideas with. We have some of the finest Teamster members in the union. We can leave here ready to move reform into the new millennium.

Convention Information

Convention Committee

Dan Campbell
Joe Fahey
Diana Kilmury
Ken Paff
Michael Savvoir

Administrative Committee

Alan Jacobson
Marilyn Penttinen

TDU Convention Office

The TDU office is located on the first floor in the Hartsfield room. From any hotel phone, ask to be connected to the Hartsfield room or the TDU office.

International Steering Committee

Nominations for International Steering Committee (ISC) will take place Saturday morning in the main session. In order to be nominated you must be a member of TDU in good standing prior to the opening of nominations.

Voting for ISC will take place on Saturday from 5:30 p.m. to 7:30 p.m. and from 10 p.m. to 11 p.m. in the area by the pool.

Those eligible to vote will have received a voting card at registration. **You must show this card to vote.**

Voting in business sessions may be conducted by a show of cards. We suggest that you keep your voting card with you throughout the convention.

Convention Name Tags

The Convention Committee asks that you wear your name tag throughout the convention.

TDU Literature Table

TDU literature and clothing are available throughout the convention at the TDU literature tables on the first floor.

Smoking

There will be a designated smoking section in all general sessions. The convention committee asks that you not smoke during workshops.

Hotel Information

There will be a breakfast buffet available in the hotel restaurant for \$8.15 (tax included), along with other menu choices.

Hotel check-out time is noon. The hotel will hold your luggage for you until the end of the convention. Bring your luggage to the main lobby when checking out. Please do not bring luggage to the TDU office.

Convention Raffle

Our convention raffle is an important fund raiser each year.

There are three prizes this year, with winners making their selection in the order of the draw.

Thanks to a generous donation, we have a frequent flyer ticket good for one round-trip flight on Northwest Airlines anywhere in the U.S.

Ashley McNeely has donated an Aloha basket of goodies from Hawaii. The basket will be on display at the literature table during the convention.

In addition we will be giving away a deluxe black TDU jacket.

Tickets will be available at the literature table. The drawing will be Sunday at the closing session.

Acknowledgements

Each TDU convention is made possible by the commitment and support of our members. Also crucial to our success is the support we receive from the many attorneys, educators and labor activists who support our movement.

Attorneys

The TDU attorneys' network has played an indispensable role in promoting members' rights. They donate their time and expertise to assist TDU members and chapters, as well as the national organization. The attorneys present at this convention are only a few of the people who aid our movement nationally. We thank them for their efforts.

Volunteers

The staff would like to acknowledge the help of our volunteers who have taken time out of their weekend to work with us to put on this event. Members and supporters help to put on the convention in many ways, from helping to staff the literature table, working at registration, presenting workshops and more. A convention of this size would be very difficult to present without the help of these committed supporters.

Finally, we would like to thank the host chapter, the Cleveland TDU Chapter, for their efforts in making this an enjoyable and useful convention.

The Goals of Our Convention

There are several purposes to our convention:

- ➔ To bring together our most active members from our chapters to generalize our experiences of the past year through participation in the workshops, plenary sessions and informal discussion at the convention.
- ➔ To discuss our plans to reform our union and protect and improve our contracts.
- ➔ To handle the business of our organization, including election of a new steering committee, voting on constitutional amendments and setting our dues.
- ➔ To learn from and be inspired by our movement, so we may go back to our chapters to educate and inspire others in the struggle to reform our union.

To accomplish these goals at our conven-

tion, there are several parts, all of them important:

- Four workshop sessions
- Three plenary sessions
- Jurisdictional meetings
- Social events and special meetings

The convention has been planned for months, guided by your feedback from our last convention, by the International Steering Committee and the staff. Our goal is to maximize democratic participation by a large number of members. This means allowing enough time for debate on issues, and time for learning and sharing experiences in the workshops. No part should be cut short to make for the most effective convention possible.

The International Steering Committee

Friday Schedule

Registration	11 a.m. - 5 p.m.	<i>Outside Ballroom</i>
Hospitality	11 a.m. - 5 p.m.	<i>Outside Ballroom</i>
Workshops	1 p.m. - 3 p.m.	
	Hoffa's Report Card and TDU's Plan for the Future	<i>Lambert</i>
	Contract Campaigns — Start and Win with the Members	<i>O'Hare</i>
	Legal Rights on the Job and in the Union	<i>Hopkins A</i>
Coffee Break	3 p.m. - 3:30 p.m.	<i>Outside Ballroom</i>
Workshops	3:30 p.m. - 5:30 p.m.	
	Hoffa's Report Card and TDU's Plan for the Future (repeated from 1 p.m.)	<i>Lambert</i>
	Be a Delegate in 2001: How to Run and Win	<i>O'Hare</i>
	Democracy in the Labor Movement	<i>Hopkins B</i>
	Speaking Up at Union Meetings	<i>Stapleton</i>
Special Meetings	5:30 p.m. - 6:30 p.m.	
	Teamster Women's Network	<i>Hopkins B</i>
	Recruitment Captains	<i>JFK</i>
Cash Bar	5:30 p.m. - 7 p.m.	<i>Outside Ballroom</i>
Dinner	7 p.m. - 8 p.m.	<i>Grand Ballroom</i>
Dinner Program	8 p.m. - 9 p.m.	<i>Grand Ballroom</i>
	Teamsters Fighting Back in 1999	
	Chair: Sandy Pope, Local 805	
	Speakers: Rob Hermann, Local 1149	
	Maria Martinez, Local 556	
	Kristi Valenzuela, Local 2000	
Reception and Cash Bar	9 p.m. - Midnight	<i>Grand Ballroom</i>



Friday Workshops

Session I — 1 p.m. - 3 p.m.

HOFFA'S REPORT CARD AND TDU'S PLAN FOR THE FUTURE

LAMBERT

Hear how IBT policy is changing under Hoffa and what it means for members. Evaluate Hoffa's goals, his strengths and weaknesses, and what this means for TDU's strategy to build the reform movement both nationally and locally.

Presenters: Ken Paff, TDU National Organizer

Gene Moriarty, Local 1150

CONTRACT CAMPAIGNS — START AND WIN WITH THE MEMBERS!

O'HARE

Tough negotiators don't win good contracts, mobilized members do. Learn how to educate members on the issues, build a workplace network, and develop a strategic campaign that can take on the company and influence ineffective negotiators. Get a start on your next contract now.

Chair: John Braxton, Local 623

Speakers: Dorothy Hutchison, Local 2000

Melquiades Pereyra, Local 556

LEGAL RIGHTS ON THE JOB AND IN THE UNION.

HOPKINS A

This hands-on session will cover labor laws and Teamster rules from the viewpoint of Teamster members. Includes question and answer time, but cannot take up individual case reviews.

Presenter: Leon Rosenblatt, attorney

Session II — 3:30 p.m. - 5:30 p.m.

HOFFA'S REPORT CARD AND TDU'S PLAN FOR THE FUTURE

LAMBERT

Repeated from 1 p.m.

BE A DELEGATE IN 2001: HOW TO RUN AND WIN

O'HARE

Sending reform delegates to the IBT Convention in 2001 is a key step toward winning back the union from Hoffa and continuing the fight for Teamster reform. Learn how to get your message, slate, and strategy together — and why you should be running! This also applies to running for local office.

Presenter: Don Stone, TDU organizer

DEMOCRACY IN THE LABOR MOVEMENT

HOPKINS B

What does democratic reform look like in other unions? Is one kind of reform better than another? What reforms lead to real power for the members?

Chair: Tom Sheibley, Local 653

Presenter: Martha Gruelle, Labor Notes staff, co-author, *Democracy Is Power*

SPEAKING UP AT MEETINGS — HOW TO GET YOUR POINT ACROSS

STAPLETON

Learn how to use local union meetings to take on issues and keep union officials from rubber stamping perks for themselves. Learn how to prepare, organize support, and use Robert's Rules of Order in your favor (instead of theirs).

Presenter: Mike Parker, co-author, *Democracy Is Power*

Saturday Schedule

Coffee	7 a.m. - 9:30 a.m.	Outside Ballroom
Teamster Women's Network	8 a.m. - 9:30 a.m.	O'Hare
Registration	8 a.m. - 10 a.m.	Outside Ballroom
General Session	9:30 a.m. - 11:45 a.m.	Grand Ballroom

Building Rank and File Unity and Power

Welcome to Cleveland: Mike Schaffer, Local 377

Chair: Michael Savvoir, Local 41

Speakers: Jeff Cederbaum, Local 1150

Mike Gaudio, Local 174

Raul Rodriguez, Local 630

Organizer's Report: Ken Paff, TDU National Organizer

Nominations for International Steering Committee (ISC)

Recruitment Awards

Lunch	Noon - 1 p.m.	Pool Area/Time Out
Black Caucus Lunch Meeting	Noon - 1 p.m.	Pool Area

Workshops

1 p.m. - 3 p.m.

Running for Delegate or Local Union Office

Building Rank and File Unity and Power (Part I)

Rebuild Your Local — From Servicing to Mobilizing

A Steward's Toolbox

→ Winning Grievances ←

→ Leaflets That Work

Using the STAA to Fight for Trucking Safety and Your Job

Hopkins B

O'Hare

Hopkins A

Dulles

Salon B —

Stapleton

Lambert

1:00 PM
See, John

Dylan

Coffee Break	3 p.m. - 3:30 p.m.	Outside Ballroom
General Session	3:30 p.m. - 4:45 p.m.	Grand Ballroom

Chair: Dan Campbell, Local 705

Financial Reports

Resolution presented by ISC, discussion and vote

Speaker: Tom Leedham, Local 206

Special Events and Cocktail Hour	5 p.m. - 7 p.m.
----------------------------------	-----------------

Past Practice Grievances

Pension Rights

UPS Meeting

Spanish-speaking Teamsters Network

Voting for ISC

Cash Bar

Lambert

Hopkins A

Hopkins B

Stapleton

Pool Area

Pool Area

→ JPS, JRS
Darius ←

Banquet and Dinner Program	7:30 p.m. - 9:30 p.m.	Grand Ballroom
----------------------------	-----------------------	----------------

Chair: Ashley McNeely, Local 2000

Speaker: Mike Parker, Co-author *Democracy Is Power*

Reception, Cash Bar and Karaoke	9:30 p.m. - Midnight	Pool Area/Time Out
Voting for ISC	10 p.m. - 11 p.m.	Pool Area

Saturday Workshops

RUNNING FOR DELEGATE OR LOCAL UNION OFFICE

See Friday, "Be A Delegate in 2001."

Joe

HOPKINS B

BUILDING RANK AND FILE UNITY AND POWER - PART I (PART II, SUNDAY)

O'HARE

Proven techniques for overcoming apathy and building unity. Covers one-on-ones, getting members involved, planning creative actions, and making strategic choices.

Chair: David Levin, TDU organizer

Presenters: Maria Martinez, Local 556

Joe Fahey, Local 912

REBUILD YOUR LOCAL — FROM SERVICING TO MOBILIZING

HOPKINS A

Involving members is the key to true reform. From holding "good meetings" that keep members coming, to new member orientations, stewards committees, and volunteer organizing committees, to union solidarity: You will learn from Local 174 in Seattle about a model union reform program.

Chair: Steve Williamson, Local 174

Presenters: Bob Hasegawa, Local 174, and the "Local 174 players"

A STEWARD'S TOOLBOX

DULLES

Get skills and techniques to resolve grievances and make the union stronger by involving members. Get more done with the resources you have by networking and developing rank and file leadership. (Not only for stewards.)

Presenters: George Saavedra, Local 490

Tim Russ, TDU organizer

WINNING GRIEVANCES

SALON B

Learn to effectively write, investigate, and present your grievances. Also learn how you can increase your leverage to win by building shop floor support and getting creative.

Presenters: Matt Noyes, Association for Union Democracy

Hobe Williams, Local 174

LEAFLETS THAT WORK

STAPLETON

How do you get members to pay attention to what you have to say or participate in your event? Learn how to get your message across, and tips on improving leaflets and other materials. These skills can help you gain support on issues, fight for your contract, or win your election.

Presenters: Craig Merrilees, former IBT communications coordinator

Bill Zimmerman, Local 206

USING THE STAA TO FIGHT FOR TRUCKING SAFETY AND YOUR JOB

LAMBERT

Learn the ins and outs of the STAA from attorney Paul Taylor of the Truckers Justice Center. Also, grieving and fighting over safety issues can give you added job protection — find out how.

Chair: Willie Smith, Local 413

Presenter: Paul Taylor, Truckers Justice Center

PAST PRACTICE GRIEVANCES

LAMBERT (5 P.M. - 7 P.M.)

Learn the rules used by labor arbitrators and the NLRB to decide on unwritten past practices. Attorney Robert Schwartz also discusses the rights of a new union administration to enforce contracts despite previous inaction.

Presenter: Robert Schwartz, attorney

PENSION RIGHTS

HOPKINS A (5 P.M. - 7 P.M.)

Planning for retirement? Getting the run-around from your pension fund? Discuss with pension expert attorney Ann Thompson how to get straight answers from the fund and what your legal rights are. (Time constraints will not allow for individual case reviews.)

Presenter: Ann Thompson, attorney

Sunday Schedule

Coffee	8 a.m. - 9 a.m.	<i>Outside Ballroom</i>
Women and People of Color Committee	8 a.m. - 9 a.m.	<i>Dulles</i>
Jurisdictional Meetings	9 a.m. - 11 a.m.	
Airline		<i>London</i>
Anheuser-Busch		<i>Dulles</i>
Carhaul		<i>JFK</i>
Freight		<i>Hopkins A</i>
Local Contracts		<i>Lambert</i>
Public Sector		<i>Tokyo</i>
UPS		<i>Hopkins B</i>
Warehouse/Grocery/Food Processing		<i>Stapleton</i>
Lunch	11 a.m. - Noon	<i>Pool Area/Time Out</i>
Workshops	Noon - 2 p.m.	
Fighting for a Local that Fights for You		<i>Lambert</i>
Building Rank and File Unity and Power - <u>Part II</u>		<i>O'Hare</i>
Ins and Outs of Managing Your Local Union		<i>Hopkins B</i>
Understanding the Family and Medical Leave Act		<i>Hopkins A</i>
Computer-Age Organizing		<i>Dulles</i>
<u>Winning Bargaining Strategies</u>		<i>Stapleton</i>
Closing Session	2 p.m. - 3 p.m.	<i>Grand Ballroom</i>
Chair: Joe Fahey, Local 912, Watsonville, Calif.		
Introduction of ISC		
Election of TDU Officers		
Closing Remarks: Bob Hasegawa, Local 174		



Sunday Workshops

FIGHTING FOR A LOCAL THAT FIGHTS FOR YOU

LAMBERT

Learn tried and tested techniques to get organized, fight the boss, and democratize your local union. Learn how to build a rank and file caucus that can help you transform your local into one that fights for the members.

Presenters: Erik Jensen, Local 320

Tim Russ, TDU organizer

BUILDING RANK AND FILE UNITY AND POWER - PART II

O'HARE

(Have to have attended Part I Saturday.) Do you have a workplace or local union problem that you want to take on? Do you want to get more members involved? Develop an action plan for your local area that uses the techniques discussed in Part I.

Chair: David Levin, TDU organizer

Presenters: Maria Martinez, Local 556

Joe Fahey, Local 912

INS AND OUTS OF MANAGING YOUR LOCAL UNION

HOPKINS B

The nuts and bolts of getting the union hall in order, from finances to staffing to planning. Local union officers will discuss how they organize their time, build local programs, and conduct meetings.

Presenters: Dan Campbell, Local 705

Rob Hickey, Local 174

UNDERSTANDING THE FAMILY MEDICAL LEAVE ACT

HOPKINS A

Attorney Robert Schwartz will give an overview of the law and information on bargaining and membership rights involving absenteeism policies and family and medical leave.

Presenter: Robert Schwartz, attorney

COMPUTER-AGE ORGANIZING

DULLES

Learn how to use websites, e-mail networks and databases efficiently to enhance your organizing efforts, but not in place of member-to-member contact. Hear how Northwest flight attendants and Anheuser-Busch workers used these tools with success.

Chair: Ashley McNeely, Local 2000

Presenters: Andy Damis, Local 2000

Michael Laslett, Local 85

WINNING BARGAINING STRATEGIES

STAPLETON

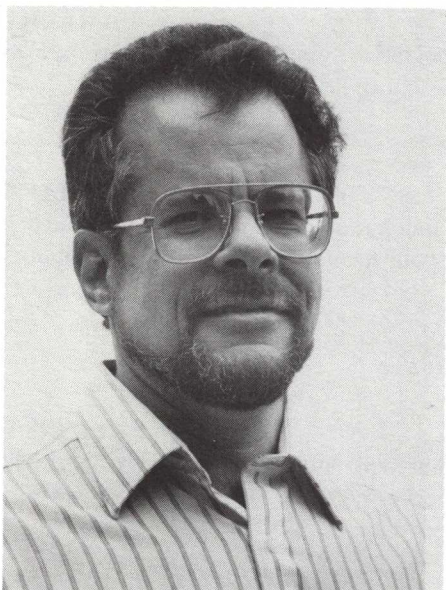
Never bargained a contract before, or want to do it better next time? Learn how to be prepared for the negotiations table, deal with bad representation at the table, and keep the focus on the members.

Presenters: Tom Leedham, Local 206

Sandy Pope, Local 805

One action
Time/half in D
Chatter of Tais

Convention Speakers



Mike Parker is a former activist in the United Auto Workers who has worked as a labor educator for more than 20 years. He is author or co-author of a number of widely used books and articles for unionists on labor-management cooperation (including *Inside the Circle: A Union Guide to QWL*, *Choosing Sides: Unions and the Team Concept*, and *Working Smart: A Union Guide to Participation Programs and Reengineering*).

Based on his experience working with reformers in the UAW, Teamsters and other unions, Parker's most recent work is *Democracy Is Power: Rebuilding Unions from the Bottom Up*, co-authored with Martha Gruelle.

Mike is an industrial electrician and industrial computer controls specialist. His current area of special interest is skilled-workforce training.

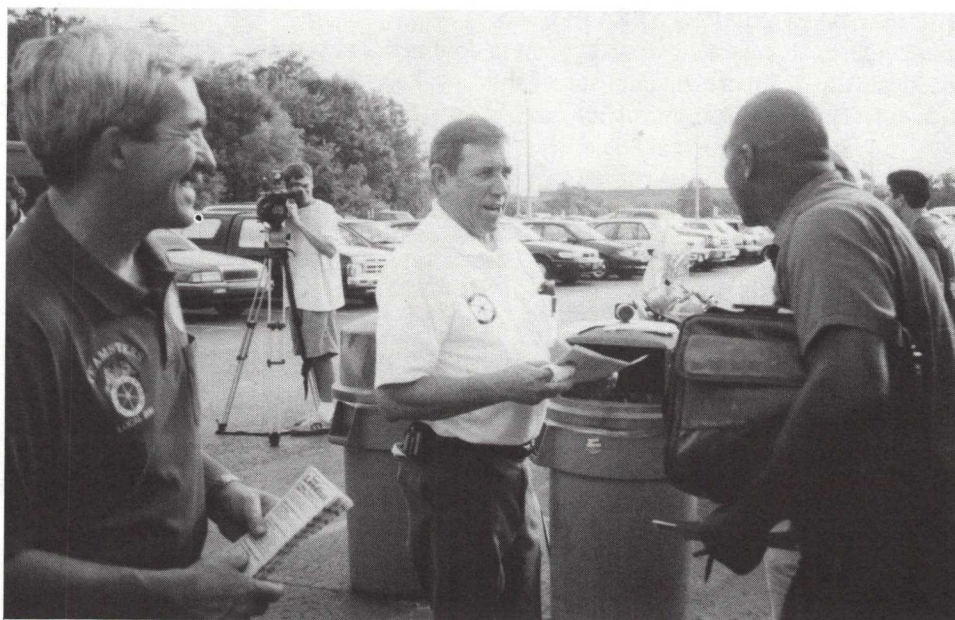
Mike will address the convention at our Saturday banquet program.

Copies of *Democracy Is Power* are available at the Labor Notes literature table.

Tom Leedham, Secretary-Treasurer of Oregon Local 206, will address the Saturday afternoon general session.

Leedham is the leading spokesperson for Teamster reform. He headed the Rank & File Power slate in the last International Union election, and was a tireless campaigner.

Leedham surprised outside observers and many Teamsters by winning 40 percent of the vote. He has earned all of our respect.



TDU — Building the Teamsters Union of the Future

Twenty three years ago a small band of Teamsters met in Cleveland determined to take back our union. Our cause seemed noble, but impossible. The mob dominated the Teamsters. The right to vote for International officers was a distant dream.

Through years of organizing and sacrifice, TDUers have learned to make dreams come true. We won majority rule on contracts and the right to vote. We toppled the Teamster old guard in the first-ever election, and spread reform and innovation to other unions. TDU set out to transform our union, and we have.

Looking Ahead, Not Falling Behind

We are committed to building on these gains to forge a strong, democratic Teamsters Union ready for the challenges of the 21st century.

Old guard forces want to drag us back to the failed models of the past. But we know that rank and file power works and we are not going back because we have TDU and the right to vote.

Defending the Dream

In 1998, while others threw up their hands or flip-flopped over to Hoffa, TDU members led the fight to keep Teamster reform moving ahead. We joined with Tom Leedham to help build a strong grassroots campaign with an aggressive reform platform.

Hoffa and the press predicted a landslide. But we won 40 percent of the vote. Where TDU was organized on the ground, the Rank & File Slate won, despite Hoffa's warchest. We are proud of the Rank & File Power slate, most of whom are with us this weekend.

Building Rank & File Power

In the past year, TDU members have shown where we stand and what the Teamsters Union of the 21st Century can be all about. At Northwest Airlines, Iowa Beef and in many other struggles, TDU members have fought for better contracts by mobilizing rank and file power. TDU members have also led the charge for reform at the local union level.

Continuing the Fight

We meet this weekend to give us the tools we need to continue to educate, inform and involve the Teamster rank and file. We are committed to:

- ▶ Fighting for good contracts and enforcing our rights on the shop floor by mobilizing rank and file power.
- ▶ Informing members and developing new leaders through educational workshops and programs.
- ▶ Building TDU in numbers and in strength to give members a strong voice.
- ▶ Protecting our right to vote for International officers and delegates in an impartially supervised election.
- ▶ Prepare to elect hundreds of reform delegates to the IBT Convention in 2001.

This weekend you can meet our leaders, our staff and dedicated Teamsters from across North America. We will set high goals for ourselves and then work to achieve them — just like our brothers and sisters did 23 years ago.

TDU Donors

In order to organize, we need to have resources. TDU's achievements are made possible by the generous support of our members. All TDU members support the organization through their dues money. Some members and supporters make a special contribution by giving additional financial support.

We would like to recognize those Teamsters whose financial support of \$200 or more in the last year have helped TDU meet the challenges of building a new, progressive Teamsters union.

Some members have indicated their desire to remain anonymous. We thank them as well.

TDU thanks all its members for their efforts on behalf of reform in our union.

Alex Adams	407	Shayne Hammond	728	Mike Posti	92
Phil Adams	705	Willie Hardy	667	Art Ramirez	344
Anthony Aglione	805	Bob Hasegawa	174	John Reed	26
Gabriel Alvarez	556	Kathleen Henry	730	Howard Rempfer	439
Vincent Amatore	714	Richard Herman	299	Alberto Rivadeneyra, Jr.	63
Bill Barbre	705	Rob Hickey	174	Almiron "Bud" Robinson	413
Dan Basham	413	Robert Hoyng	957	Carlos Rodriguez	714
Robert Bastian	120	Frank Hrvatin	492	Jim Roker	983
Steve Baudo	344	David Iho	337	Mike Ruscigno	802
Delmar & Sarah Bequette	600	Jim Jacob	251	George Saavedra	490
Bill Bishop	174	Erik Jensen	20	Bill Satow	407
Bruce Blake	848	Samuel Jordan	710	Michael Savvoir	41
Mike Brannan	828	John Kadletz	804	Michael Schaffer	377
John Braxton	623	Dan Kane	396	Lorene Scheer	206
Mike Brewer	667	Elbert Keene	922	Kenneth Schneider	600
Tim Buban	200	Wesley Krinker	63	Jon Senum	638
Frank Burdell	407	Roy & Deb Kruchten	705	Kim Shanahan	856
Laura Caballero	890	Walter Kudla	282	Cheryl Sharkey	58
Les Cadman	142	Homer Lambert, Jr.	743	Tom Sheibley	653
Dan & Deb Campbell	705	Peter Landon	299	Stanley Sims	952
John Carter	550	Matt Latzo	355	Bill Slater	315
Tim Casey	710	Keith Laughbaum	957	Willie Smith, Sr.	413
Jeff Cederbaum	1150	Al Law	890	Mike Stanfill	5
Glenn Cisco	313	Robert & Suellen Lloyd	878	Hank Steger	988
Fritz Conle	890	Alex MacDonald	287	Dudley Stewart	87
Darryl Connell	200	Kenneth Mahne	150	Don Stone	283
Gary Damare	270	William Marmolejo	396	Carl & Opal Stroud	822
Carl & Laura Davis	164	Bob Mattingly	896	Matt Studd	327
Warren Davis	96	David Mayich	507	Charlie & Jennie Teas	705
Phil DePietro	773	John McCormick	705	Mauricio Terrazas	63
David Dethrow	688	Raymond McMorrin	1150	Anne Toombs	2000
Joe Fahey	912	Ashley Ann McNeely	2000	Ismael & Benita Vela	710
Michael Fennell	817	Francis McSweeney	710	Frank Villa	630
Greg Foster	705	Ken Mee	287	Jack Widmer	24
Patricia Franks	773	Ronald Meko	714	Bob Wittmann	688
Steve French	507	Tom Michaels	407	Sue Yocum	79
Patrick Frey	174	Doug & Joyce Mims	728	Nancy & John Youngermann	688
Gillian & Randy Furst	1145	Wayne Moffitt	504	Kenneth Zidar	243
Gerald Gawlik	64	Peter Molenaar	970	John Zuraw	705
Gary Geanacopoulos	404	Gene Moriarty	1150	Badger State TDU Chapter (Wisconsin)	
Bill Gibson	96	Chris Nixon	966	Baltimore/D.C. TDU Chapter	
Jeff Gillespie	23	Tom O'Keefe	776	Chicagoland TDU Chapter	
Tom Gilmartin	559	John Olson	174	East Bay TDU Chapter (Northern California)	
Gary Gregory	135	Stefan Ostrach	206	Evergreen TDU Chapter (Seattle)	
William Groves	710	Michael Papa, Sr.	710	Gateway Area TDU Chapter (St. Louis)	
Joe Guinan	407	David & Rebecca Pettengill	332	Minnesota TDU Chapter	
Frank Halstead	572	Sandy Pope	805		

TDU Constitution

Article One: Name

This organization shall be known as Teamsters for a Democratic Union.

Article Two: Object

The object of this organization is to strengthen the Teamsters union from within by building a unified movement of rank and file Teamsters that is organized to fight for rank and file rights on the job and in the union, as summarized in the Rank & File Bill of Rights. We aim to bring the Teamsters union back to the membership. We do not advocate secession from the Teamsters union, or "dual unionism" in any form whatsoever.

It shall be an object of this organization to promote the quality of working conditions and safety in the trucking industry and of Teamsters generally.

This organization shall seek to unite with all bona fide rank and file Teamster groups. With that purpose in mind, TDU will strive to develop common areas of work, a unified strategy and a coordinated leadership with any other such groups. Where such other groups have a proven strength and individual identity, they shall not be required to give up that identity. Rather, we would seek agreement on strategy and program and a leadership that would strengthen the rank and file movement.

Article Three: International Organization

This movement shall be based on individual members and on local chapters of Teamsters organized under the same name. The highest policy-making body of the movement shall be the annual convention. The movement shall elect an International Steering Committee (ISC) as the body to govern it between TDU Conventions.

Article Four: Local Organization

This organization shall build and be built upon local chapters in cities or individual union jurisdictions with elected steering committees to lead those chapters.

Article Five: International Steering Committee Responsibilities

It shall be required of the ISC that they provide leadership for the organization between conventions. The ISC shall have the power to choose administrative people to help run the organization should finances permit. The ISC is entrusted with the power to make certain that the will of the organization, as decided at the annual convention, is carried out.

The convention shall elect the International Steering Committee and three (3) numbered alternates. In the event one or more committee members are absent from an entire steering committee meeting, the alternate(s), in order, shall fill the temporary vacancy or vacancies. The alternates shall be used to fill any possible permanent vacancies that may occur in the ISC. The size of the ISC shall be set by the convention.

It shall be a particular responsibility of the ISC to:

- ♦ put out a newspaper for the organization as a whole;
- ♦ manage the organization's finances;
- ♦ keep communications going within the group and between chapters;
- ♦ support local chapters in their activities and help build and coordinate regional activities;
- ♦ coordinate campaigns as needed;
- ♦ plan the convention;
- ♦ support the work of the Teamster Rank and File Education and Legal Defense Foundation, and coordinate efforts to defend the rights of Teamster members to a job, pension and a strong and democratic union;

- raise funds.

The International Steering Committee shall be authorized to maintain, in addition to the International office and any regional offices which may be established, a registered office in Washington, D.C., staffed by a registered agent. The ISC shall oversee the work of this office, which shall include:

- promoting the safety and quality of working conditions in the trucking industry and among Teamsters generally;
- developing new government measures concerning occupational safety and health and the enforcement of existing measures in this area;
- aiding the fight against corruption in our union;
- conducting the research and aiding the publication of educational publications on health, safety and pension rights of Teamsters.

The ISC shall be authorized to establish an Editorial Committee for TDU's newspaper. The National Organizer shall be responsible for the content of the publication and answerable to the ISC which shall set editorial policies.

Article Six: TDU Officers

Following the election of the International Steering Committee, the convention shall elect eight officers from among the ISC members for the following offices: four Co-chairs, a TDU Organizer, and three (3) Trustees. The responsibilities of the officers shall be as follows:

The Co-chairs shall chair ISC meetings. Whenever possible, they shall be the spokespersons for TDU as a whole. They shall, along with the TDU Organizer, set the agenda for ISC meetings and make other such decisions between ISC meetings, but shall not be empowered to decide on policies or programs for the group as a whole.

The TDU Organizer shall coordinate the day-to-day functions of the organization and act as spokesperson in the absence of the co-chairs.

The Organizer shall, along with the Co-chairs, set agendas and make decisions regarding the implementation of the organization's policies, but shall not be empowered to decide on the policies or programs of the group as a whole.



The Trustees shall meet before the ISC meetings to go over the books and financial statements, along with the accountant(s) in charge. They shall have full access to all financial records, books, receipts, and other material needed to verify the books. The Trustees shall also meet as a Financial Subcommittee, along with the TDU Organizer, to make recommendations to the Steering Committee on finances, staff and fund raising.

Article Seven: Chapter Responsibilities

Local chapters shall be active in local issues, grievances, contracts, and try to publish local newsletters or newspapers as organs of TDU. Local chapters shall be responsible for their own finances. Local chapters shall follow policies agreed to by the organization at the annual convention.

Article Eight: Individual Member Responsibilities

All individual members of TDU must pay dues. TDU is an activist organization and as such relies on TDU members to take an active part in TDU and in our union. This includes distribution of TDU literature, recruitment of members and participation in TDU activities and in our union.

Although the TDU international organization does not endorse specific local union candidates, we recognize the importance of participation in local unions and in elections by TDU members and chapters. Members who run for office are encouraged to do so in a principled manner, in support of the TDU Bill of Rights. Those who get elected are expected to continue to support and build TDU and to work for reform of our International Union. TDU will promote the highest principles of unionism among Teamster officers, and we will work to defend the rights of all Teamsters to free and fair elections.

Article Nine: Responsibilities of the Convention

It is recognized that the convention is the highest body and holds ultimate decision making power in TDU. As such, it is required of the convention that a policy and program for the coming year be decided upon for the guidance of the International Steering Committee and members and chapters.

All votes taken within this organization shall be decided by simple majority (50 percent plus 1).

Article Ten: Membership Rights

All Teamsters and Teamster spouses are eligible to become members of TDU. However, the organization reserves the right to exclude those who are opposed to TDU or its principles. All members have a right to attend the convention. All TDU members who are in attendance have the right to full voting and discussion rights on all matters before the convention. Subject to ISC approval and discretion, individual members have the right to attend and speak in an orderly fashion at ISC meetings.

Article Eleven: Finances

Every member of TDU shall be required to pay to the TDU office dues as determined by the conventions. Dues amounts and policies shall be changed only by convention vote.

All members shall receive a subscription to the TDU newspaper. Recognizing that such a dues fee would not begin to meet our real expenses, the ISC is empowered to enact voluntary pledge and donation systems for those members who have expressed their ability to pay more than the minimum.

Article Twelve: Political Independence

TDU shall remain independent of any particular political organization. Further, no member may use the resources of this organization for his or her own political advancement. This clause is in no way intended to restrict individuals from following their own particular political ideology, but is written merely to protect TDU from being characterized as supporting one particular party or organization.

Individual members shall at all times retain their individual right to speak out publicly as an individual in support of their own political beliefs.

Article Thirteen: Amendments

This Constitution shall be amended only at TDU Conventions. Amendments shall be submitted one month in advance and mailed to local chapters for consideration as soon as possible in advance of the start of the convention. They can be mailed by any member to the TDU office. They shall be made available to the convention, and shall be voted on. Those passed by a majority (50 percent plus 1) shall become effective immediately and be incorporated into this Constitution.

Convention Rules

I. THE CONVENTION RULES

The rules are based on Robert's Rules of Order, but there are some important differences. The most important is that the TDU Constitution (Article 9) provides that:

"All votes taken within the organization shall be decided by a simple majority (50% plus one)."

II. THE CONVENTION COMMITTEE

The Convention Committee should be established and accepted by the convention at the beginning of the first session. It is responsible for making recommendations to the convention for changes in the agenda. Also, at the beginning of each session, the Chairperson will propose to the convention a procedure for handling of that session. These recommendations will be voted upon by the convention.

The purpose of the Convention Committee is to help make it possible for the convention to spend as much time as possible on the issues and as little as necessary on the procedural hassles.

1. Whenever possible, all proposals to change the agenda should first be brought to the Convention Committee.

2. Any new resolution not already on the agenda should first be brought to the Convention Committee so it may make a recommendation on where the resolution should be placed on the agenda.

III. VOTING

Votes are carried out in several ways:

1. **Voice Vote.**

2. **Member Card Showing** (at the discretion of the Chair or on demand from any member).

3. **Member Card Count** ("Division of the House"). Because this takes so much of the convention's time, this will only be done when the chair finds a card showing too close to call, or when at least 30 delegates think that it is necessary.

IV. DISCUSSION

1. Unless otherwise provided, each speaker will be limited to three minutes and no speaker will speak twice on the same motion when others are waiting to speak for the first time. The chair may ask someone who has already spoken to answer a question if it would clarify things and the person who made the motion may be allowed to sum up.

2. Where no time limit for the total discussion has been proposed, the chair must propose one.

3. The discussion should be relevant to the motion on the floor.

V. MOTIONS AND RESOLUTIONS

Unless otherwise provided, the general procedure in Robert's Rules of Order will be followed. One motion is considered at a time. If someone makes an amendment, it will then be discussed and voted upon before going back to the main motion or other amendment. (There may be an amendment to an amendment, but there may be no amendments to amendments to amendments.) However, when two or more motions or amendments are directed to the same point, it sometimes makes a lot more sense to discuss them together so people may compare them directly. In these cases, procedures may be proposed by the Convention Committee or chair, for approval by the convention, to consider two or more motions or amendments together.

VI. MISCELLANEOUS MOTIONS

As in all other motions, these require only a simple majority to pass. Where a motion is described as not debatable, the chair may suggest some limited discussion if there appears to be some confusion.

1. **To Table:** not debatable.
2. **To Refer** (e.g. to a committee) **or To Postpone** (to a specific time): should have limited debate (e.g. two speakers for and two against a proposal).
3. **To Reconsider:** Must be made by someone on the winning side. Should have limited debate unless the procedure is suspended.
4. **Procedural:** For suggesting a procedure to handle a certain point (e.g. to extend the time for discussion or to consider two motions together); not debatable.
5. **To End Debate and Come to a Vote** ("To call or move the question"): Must be made by someone who has not yet spoken on this motion; not debatable. Before taking the vote on ending debate, the chair should first ask for a hand showing of those who do not wish to end debate so members may make an informed decision.

VII. QUORUM

A quorum shall consist of 50 percent of the number of members registered for the convention. A call for a quorum may not be shouted out or interrupt a speaker, but must come after being recognized by the chair. A call for a quorum is out of order for one hour after a previous quorum call. If a quorum is lacking, the following business is still in order:

- ♦ motions about when to meet again
- ♦ motions directed toward getting enough delegates for a quorum
- ♦ motions to refer business to the International Steering Committee
- ♦ good and welfare
- ♦ motions to adjourn and recess

VIII. MISCELLANEOUS POINTS

Normally people will be recognized to speak by lining up at the microphones or in some other fair manner. There are certain occasions when it is necessary to get recognized more quickly. This is accomplished with one of these points. All may be made by shouting out. Except for "personal privilege," you may not interrupt someone while they are talking. Following Robert's Rules of Order, if the chair feels an individual is abusing these points, the chairperson does not have to recognize the abuser.

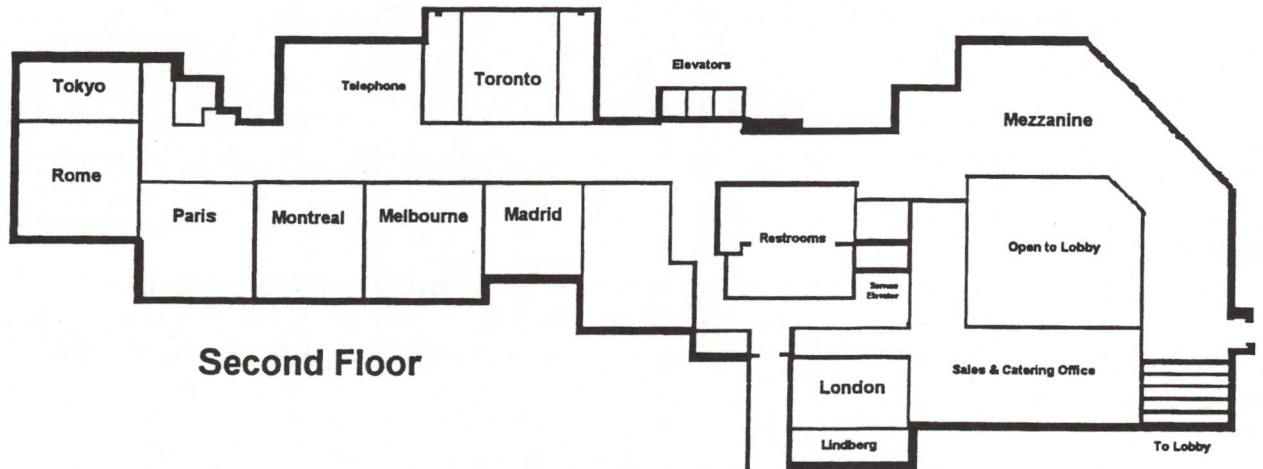
1. **Point of Personal Privilege:** To be used only when there is difficulty in participating in the meeting, such as inability to hear, too much commotion, smoke, draft, etc. This point may not be used as a way of getting the floor to answer a verbal criticism if you believe you were misunderstood or misquoted.

2. **Point of Procedure:** To be used when you wish to make a motion to change the procedure (e.g. to propose that we have two speakers for and two against this motion).

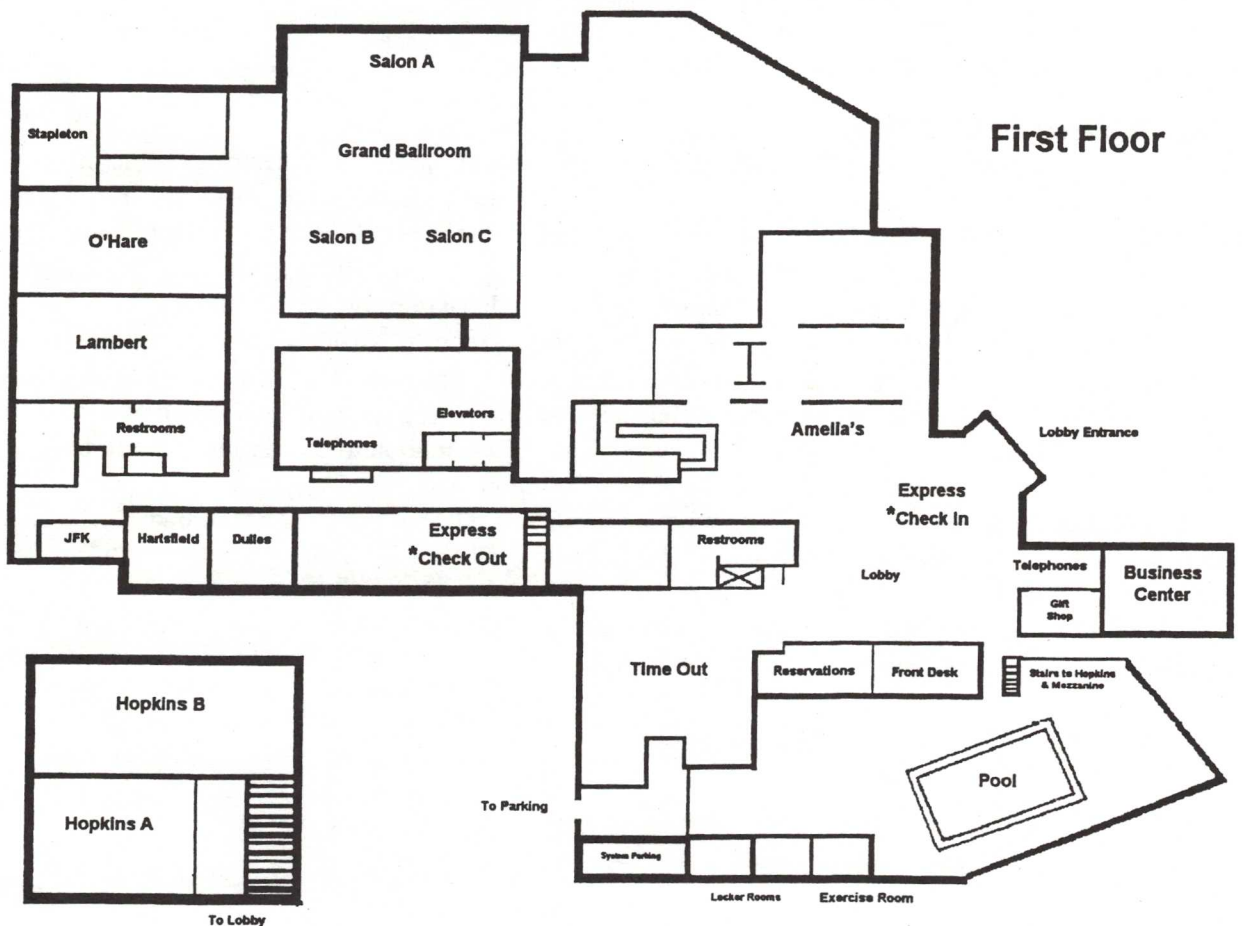
3. **Point of Order:** To be used to call attention when it is felt that the chair or the body is deviating from the previously adopted procedure. (e.g., "Our procedure calls for our coming to a vote at this time.") May be used to challenge a ruling of the chair.

4. **Point of Information:** To ask a question of the chair. May **not** be used to "give information" or ask a question directly of another member.

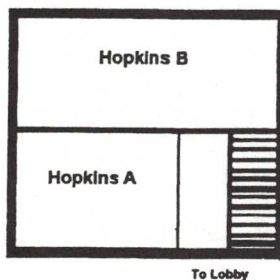
Floor Plan



Second Floor



First Floor



Lower Level

Solidarity Forever

by Ralph Chapin

*When the union's inspiration through
the workers' blood shall run,
There can be no power greater
anywhere beneath the sun.
Yet what force on earth is weaker than
the feeble strength of one?
But the Union makes us strong.*

Chorus:

*Solidarity Forever!
Solidarity Forever!
Solidarity Forever!
For the Union makes us strong.*

*It is we who plowed the prairies, built
the cities where they trade,*

*Dug the mines and built the workshops,
endless miles of railroad laid.
Now we stand outcast and starving midst
the wonders we have made,
But the Union makes us strong.*

Chorus

*They have taken untold millions that they
never toiled to earn,
But without our brain and muscle not a
single wheel can turn.
We can break their haughty power, gain
our freedom when we learn
That the Union makes us strong.*

Chorus



Kroger...

Destroying Americans' Dreams

Corporate Greed Hurts Working Families!

American poet Langston Hughes
once asked . . .

*"What happens to a
dream deferred?*

*Does it dry up like a
raisin in the sun?*

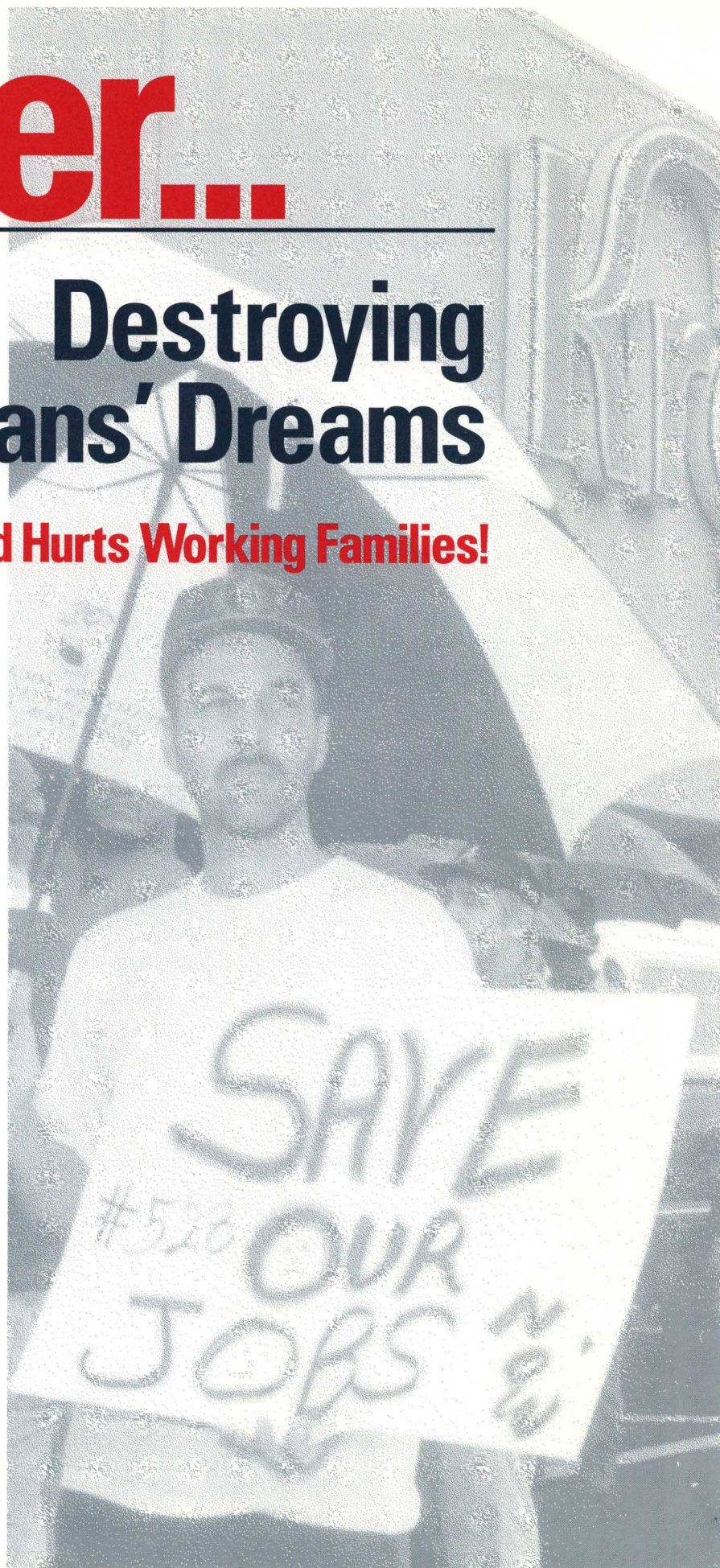
Or, does it explode?

More than 15,000 Teamsters
employed by the Kroger grocery and
merchandise chain and its affiliates
once believed in the American
Dream of working hard and being
rewarded.

For many of these workers and
their families, the dream has turned
into a nightmare as they face layoffs,
downsizing, and subcontracting as
their reward for helping to make
Kroger the largest grocery chain in
the country.

The workers are fed up and their
anger is ready to explode.

The family of Teamsters Local
104 member Robert Rogers in
Phoenix, AZ, knows all too well
about Kroger's destruction of their
dream. The family of eight lived a
decent life. Dad worked hard and his



Kroger

union contract provided the wages and benefits he needed to raise his kids, including a newborn. They had a home and health coverage. They put aside money for college for the kids. And, they took some time off for family vacations.

Then something began to go wrong with their dream.

Destroying the American Dream

More than 500 Teamsters lost their jobs when Kroger shifted its warehousing and delivery to a nonunion firm. Phoenix was the latest city where Kroger is destroying good, full-time jobs and following a growing national corporate trend.

More corporations see workers as disposable and feel that companies owe them nothing for years of loyal service.

"We couldn't believe this was happening to our family," said Rogers. "I went to work, worked hard and helped the company make a lot of money. What did I get in return—a pink slip."

Since the Phoenix warehouse was taken over by a nonunion company, among

the items the workers lost were:

- 40 hour per week guarantee
- Guarantee of two consecutive days off
- Job bidding
- Sick leave
- Right to honor picket lines
- Seniority rights
- Job protections
- Grievance and arbitration procedures

In Cincinnati, Ohio, another dream was destroyed by Kroger.

For years, Mark Rayl, now a member of Teamsters Local 135, worked in Kroger's Fort Wayne, IN, warehouse for almost 18 years. He worked hard but he earned good money. He was able to buy the things he wanted and even save a few dollars.

Without warning Kroger shut down its Cincinnati warehouse, laid off Rayl and his coworkers. However, thanks to his Teamster contract, Rayl had transfer rights. He had 60 days to move his wife Barbara and their two children, ages nine and seven, to Kroger warehouse Indianapolis.

Things went from bad to worse.

After working about two years for Kroger in Indianapolis, Rayl was shocked to learn that Kroger was turning the warehouse operations over to a third-party firm.

The workers lost contract language that protected them from mandatory overtime work. The warehouse workforce has been reduced by 25 percent and the remaining employees are being forced to work 12 to 16 hour days, seven days a week.

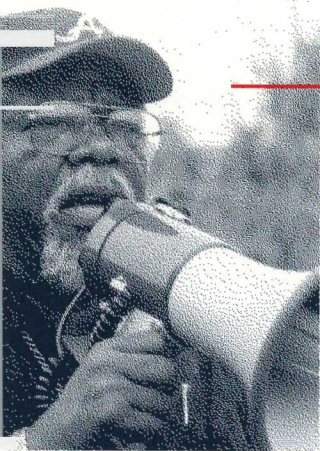
"They are killing us," said Rayl. "We don't have time for our families. It's wrong what Kroger and other companies are doing," said Rayl. "Kroger is destroying families across the country. This company doesn't care about workers and their families, all they care about is maximizing their profits."

Rayl says that some of his coworkers



Teamster Mark Rayl and family. Kroger is making it hard for him to have time for his family.





Rev. James Orange, a member of Concerned Black Clergy, speaks in support of Kroger workers at an Atlanta rally.

have not had a single day off for as long as five weeks.

In Denver, Cincinnati, Phoenix, Atlanta, and other cities around the country, Kroger is trying to drive union workers out of its warehouses and distribution centers.

In the past year, Kroger has destroyed nearly 3,500 good, full-time Teamster jobs through layoffs, outsourcing, and bringing in third party logistics firms.

"We have had it up to here with Kroger," said Larry Hogue, a Kroger/Ruan driver and Teamster Local 28 shop steward in Atlanta, GA. "Many Teamster families are hurting because Kroger has destroyed so many good jobs."

In Atlanta, 350 Teamsters lost their pensions when Kroger shut down its warehouse. When 200 of the Teamsters went to work for the third party Kroger hired to take over its warehouse, they found that their health care premium had increased more than 300 percent.

"Kroger likes to bill itself as a family friendly company," said Teamsters Warehouse Division Director Ken Hilbish. "If it is such a family friendly company, why is Kroger



Teamster Robert Rogers and family. The Rogers family has been protesting Kroger's shift to a third-party firm.

destroying thousands of good, full-time jobs around the country."

"Kroger is handing out pink slips to loyal, hard working people and women who have given their best years to the company," said Hilbish.

Fighting Back

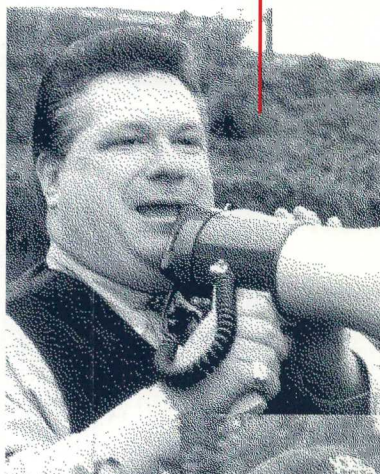
Kroger Teamsters from around the country have decided that "enough is enough." They agreed to jointly take on the grocery and merchandise giant. Kroger workers will:

- Launch a nationwide public outreach campaign to let Kroger customers know that the firm is destroying good jobs in their community. Teamster members and supporters will regularly handbill at Kroger stores.
- Conduct unfair labor practice job actions against Kroger, if it continues shifting Teamster work to third party firms.

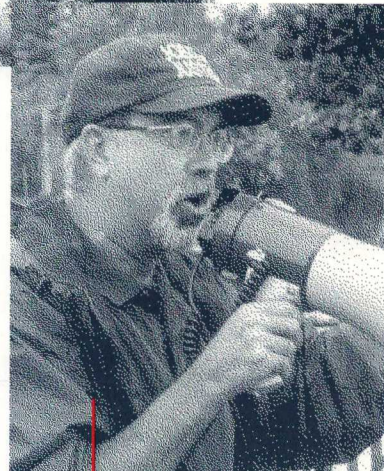
The campaign kickoff was held in Atlanta, GA, on October 4, when scores of Teamsters, other union members, and supporters flooded a local Kroger parking lot to demand an end to the use of third parties and an end to worker abuses.

The event was cosponsored by the Atlanta Central Labor Council, the Atlanta chapter of Jobs With Justice, featured speakers from several local religious organizations.

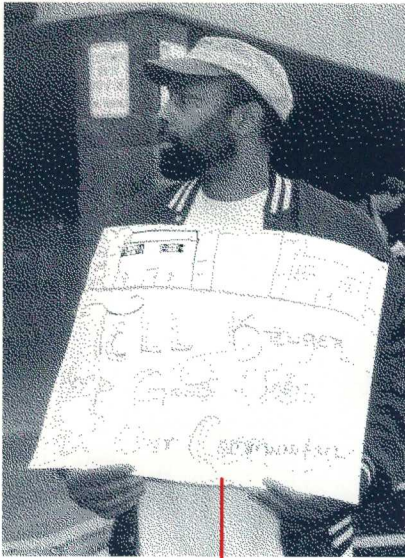
"The Kroger fight is a fight that all of labor should be behind," said Atlanta Central Labor Council President Stewart Acuff, speaking at the kickoff rally. "We have to fight back against corporate agendas designed to lower wages, cut benefits, and destroy our quality of life.



Teamsters Warehouse Division Director Ken Hilbish, speaking at an Atlanta rally, says rallies and demonstrations will be happening across the country.



Atlanta Central Labor Council President Stewart Acuff, speaking at an Atlanta rally, said the Kroger fight is a fight that all labor should be behind.



"Tell Kroger... Keep Good Jobs in Our Community!" was the message on the sign carried by a supporter of Kroger workers at an Atlanta rally.

We can't let them turn back the clock."

"The entire community should be involved in this fight," said Acuff. "Good full-time jobs make for stable households and families, which in turn create stable community. You can't have the kind of communities we all want without good jobs, good benefits, and living wages. And you

won't have living wages without unions."

Several unions turned out in support of the Kroger workers, including the Electrical Workers, UNITE, Carpenters, Service Employees, and the Atlanta Building Trades Council.

Also, supporting the workers at the rally were members of Concerned Black Clergy, an African-American ecumenical group.

"Labor's fight is the African American community's fight," Rev. James Orange, a leader in the Southern Christian Leadership Conference which was founded by Rev. Martin Luther King. "When workers join unions, they improve not only their own lives but they also help to strengthen their communities."

"We want to duplicate this labor community coalition around the country to show Kroger that it's not just dealing with the Teamsters," said Nelson Wright, Teamster Local 528 business agent for Kroger workers and one of those who helped to organize the rally. "It will show the company that it is dealing with an entire community that's upset about the company's destruction of good jobs."

Taking Direct Action

Fed up with Kroger's destruction of good jobs and its refusal to bargain fairly with its workers over subcontracting and

the shifting of jobs to third party firms, hundreds of Kroger Teamsters, nearly 300 members of Local 104 in Phoenix were forced to strike the company.

"This company won't listen to reason," said Local 104 Secretary-Treasurer Andrew Marshall. "We had a temporary contact. But after three and a half months of negotiation, the company won't agree to language that provides the workers with a guaranteed 40-hour work week, improved pensions, respect for workers' seniority, and improved health care coverage."

"They had no intention to negotiate a contract," said Marshall. "Our only option was to go to the street."

"This isn't about money, it's about standing up for our rights," said Local 104 member Carl Collins, who has worked at the warehouse for 19 years. "We shouldn't have to grovel from paycheck to paycheck."

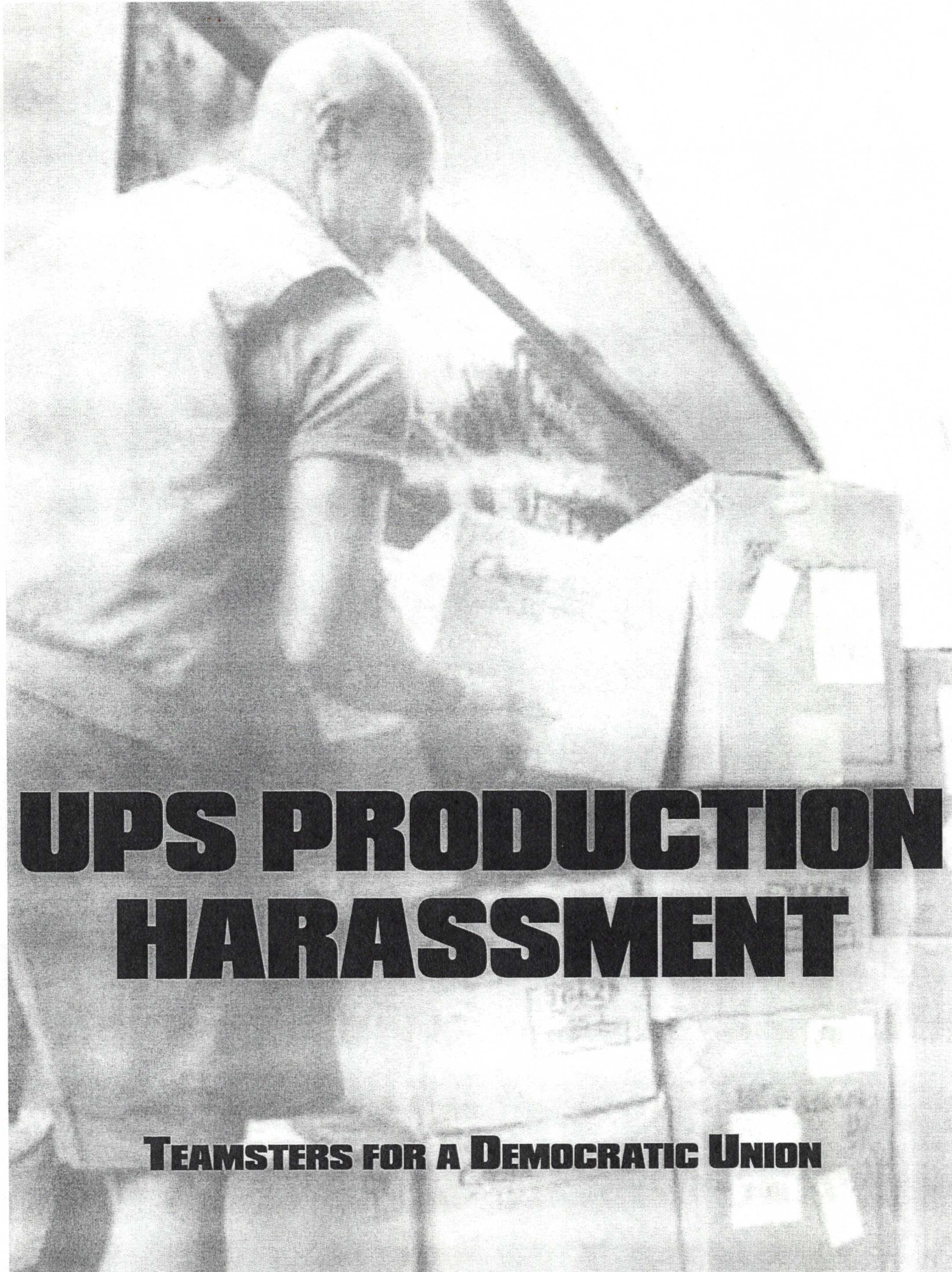
"There was time in this country when men and women worked hard to help make a company successful, would be rewarded," said Hilbish. "Kroger is saying thanks for doing a good job, now here's a pink slip."

How You Can Help

Around the country, Teamsters will be handbiling Kroger customers to inform them about the company's destruction of good jobs in their communities. The workers will also be holding rallies and demonstrations at various Kroger stores.

To support the Kroger workers who are taking a stand against corporate greed, contact the Teamster local in your area or call the **Teamsters National Warehouse Division**, 202/624-8737, to get details on the actions planned for your area.





UPS PRODUCTION HARASSMENT

TEAMSTERS FOR A DEMOCRATIC UNION

UPS Package Car Drivers:

Protect Yourself from Production Harassment

Management harassment is a fact of life for UPS package car drivers.

Keeping track of your day can give you back up if you're facing production harassment or accused of stealing time—and it can help back off management too.

The UPS Committee of TDU has produced a Daily Log Book used by many UPS drivers.

"Management is less likely to pick on the drivers who pay attention and keep track of their days," says Mark Day, a package car steward in Chicago Local 705. "When they know you're prepared for them, they tend to leave you alone."

Shop stewards and other active Teamsters also use the log books to track management as closely as they track us—by keeping tabs on comments and instructions from supervisors.

That can help defend Teamsters from unfair discipline.

What to Track

"I use the logbook every day," says David Manolis, a package driver in North Carolina Local 391. "The company gathers so much information on us. I use the logbooks to help me deal with whatever they throw at me."

The logbook contains a chart to record the basic facts every UPS driver should track each day.

- When you punch in and out
- When you leave and return to the building
- Overtime
- Pick-ups
- Total stops
- Driver release stops
- Your car number
- Road conditions
- Total miles
- Lunch and breaks

- Problems and delays
- Comments and instructions from supervisors

"Look out for anything unusual in your day, and make a note of it," says Dan Campbell, a former package car driver and business agent. "Bad traffic; a load with a lot of out-of-the-way stops; poor driving conditions."

One day to keep especially good notes is when a supervisor is riding along. If your load is set up like they are making a training video, take note.

Track Management Like They Track You

The log book includes blank pages to keep track of unusual conditions or comments from supervisors.

"When a supervisor gives you an order that doesn't fit with standard procedures, write it down and date it," recommends Ronald Dimsey, a package car steward in New Jersey Local 177.

The more drivers who are using the log books, the better drivers can protect themselves and each other.

Dimsey recently bought 100 logbooks and gave one to every driver in his center.

"In my center, the company tried to come after a driver for a claim on a Driver Release package," recalls Dan Scott, a package car shop steward in Seattle. "We had several drivers come forward and say that they were told by supervisors to DR in that same area."

"Having that kind of information in a log book is invaluable," Scott said.

Preventing Pay Problems

TDU log books can help UPS Teamsters track their hours and correct pay problems—so can the collective bargaining agreement.

Under the new contract you can make a written request to management for a record of your hours worked if you think you have a pay problem.

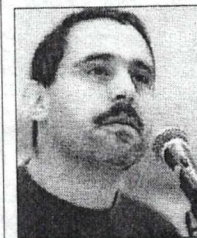
New language in Article 12 gives every driver the right to inspect their time recorded on the DIAD for the previous day, plus their operation record for the current pay period.

Keeping a close eye on your time worked can be especially important for combo drivers who experience the bulk of inaccurate paychecks.

Prevent Harassment

"The logbook gives you a snapshot of your day in case management has questions later. You're a lot safer trying to prevent a problem than trying to defend yourself once you have a problem."

Ronald Dimsey
Package Car Shop Steward
Local 177, New Jersey



"Management is less likely to pick on the drivers who pay attention and keep track of their days. When they know you're prepared for them, they tend to leave you alone."

Mark Day
Package Car Shop Steward
Local 705, Chicago

Defend Yourself, Don't Be Defensive

TDU's Daily Log Book is designed to help members who are accused of stealing time or another disciplinable offense defend themselves.

"The logbook gives you a snapshot of your day in case management has questions later," Dimsey said. "In New Jersey, management is starting to crank up the pressure on area trace. When they want to know why you deviated from your route, you're able to tell them why."

Use the logbook to defend yourself. But don't be defensive.

Teamsters cannot be disciplined for production, and the log books are not designed to play into management fishing expeditions about your numbers.

"If you're not stealing time, then you

don't owe management a whole song about every minute of your day" said Scott.

Improving an explanation can create a bigger can of worms and open the door to UPS management's favorite charge: dishonesty.

Following UPS's rules—instead of rushing to boost your production—is the best way to protect yourself.

"Don't work off the clock. Don't take personal time on the clock," Scott said. "Within that we don't need to pay attention to their numbers."

Still it never hurts to have written records to back you up.

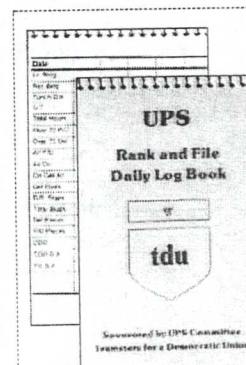
"You're a lot safer trying to prevent a problem than defending yourself once you have a problem," says Dimsey. "That's what keeping good records is all about."

UPS Daily Log Books

\$3 each • \$2.50 each for 5 or more

Ordering _____ Amount Enclosed _____
Name _____ Local _____
Address _____
City _____ State _____ Zip _____
Email _____
Phone _____

Return to: TDU, PO Box 10128, Detroit MI 48210
or order online at www.tdu.org





Make UPS Deliver.org

Make UPS Deliver provides independent contract enforcement information to UPS Teamsters. We are independent of the International Brotherhood of Teamsters and do not reflect its views.

Package Driver Survival Tips

Following the methods is the best way to protect yourself from unfair discipline and production harassment.

UPS management is laying off drivers, adding stops to routes, and pushing package car drivers to increase production.

"In my building, five drivers are laid off. That means more work for the rest of us," reports Matt Higdon, a steward in Georgia Local 728. "Some of us have stop counts at peak season levels."

The heat is on drivers to work faster and faster. And UPS is rolling out new technology that will only make the problem worse.

With new technology like telematics, management can monitor drivers more than ever. Every day is a potential electronic OJS.

The best way to protect yourself is to follow UPS's methods.

Why We Run, Why We Shouldn't

There are plenty of reasons why some package car drivers take shortcuts. Getting in early to see their family. Keeping customers happy. Avoiding hassles with management.

But running can get you into trouble:

- Management will always come back

for more. They'll add stops to your route and expect you to work faster and faster.

- If you have an injury, you won't be able to keep up your old pace. But management will still expect the same production from you.
- If you don't follow the methods, management can discipline you for not working as instructed.

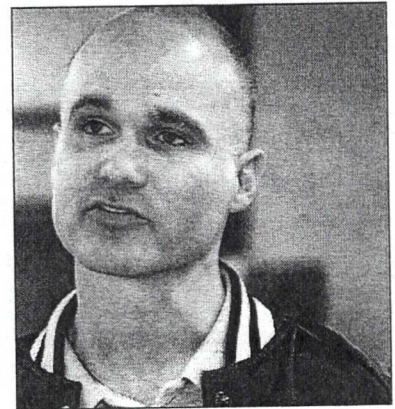
Work Safe, Work Smart

UPS management is giving conflicting messages on an hourly basis: Go faster. Be safe. Build the business.

"Do what the methods say to do and focus on keeping a safe, even pace," recommends Higdon. "Don't take shortcuts."

Take your breaks at the appropriate times. Obey the posted speed limits, including those in your own building. Do your stretches before your first stop and after all rest periods—and do them every day, not just on an OJS.

Follow the methods every day—whether or not management is breathing down your neck.



Follow the Methods And Protect Yourself

"Do what the methods say to do and focus on keeping a safe, even pace. Don't take shortcuts.

"The best way to become good at something is to practice every day."

**Matt Higdon, Steward
Local 728, Georgia**

"The best way to become good at something is to practice every day," Higdon says.

That Special Day

Some drivers get nervous and speed-up when the supervisor comes on the truck. Don't do it.

Continued on next page ⇒

Working Safe, Working Smart—cont'd

Management is disciplining drivers who have a higher Stops Per On Road Hour during an OJS for not working at a "demonstrated level of performance" when the sup is not on the truck.

What should you do to be ready for an OJS?

- ▶ Follow the methods just like you would on an ordinary day.
- ▶ Make a note of your load every day and keep track of misloads so that you can show the difference when your load is perfect for the OJS.
- ▶ Get to know your pre-loader. They can be your eyes and ears and let you know how your load was changed on the day of your OJS.
- ▶ Is the sup trying to do your work? "Make a note if you see the supervisor handling packages or opening doors," advises Craig Karnia, a steward in Chicago Local 705. "You can use that to explain later why your numbers were higher on the OJS."

Called into the Office

Following UPS's methods is the best way to protect your job and your safety. But management may not be happy with your numbers.

If management calls you into the office to talk about your work performance, be sure to bring a steward.

"Answer management's questions with clear simple answers," recommends Karnia. "If they start asking you about something that happened days ago and you don't know or don't remember the answer to a question, just say so. Never make up an answer."

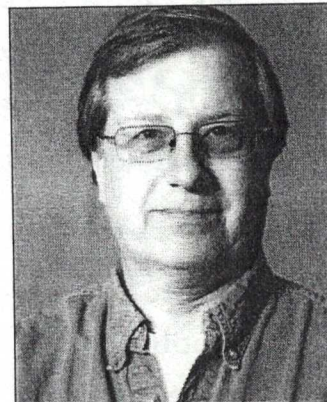
"Management's main purpose in these meetings is to intimidate you, and put pressure on you to push yourself too fast," Karnia said. "Keep your cool, listen to what management has to say and don't let them get under your skin. Follow the

Keep Your Cool

"If you get called into the office, answer management's questions with clear simple answers.

"Their goal is to intimidate you, and put pressure on you to push yourself too fast. Keep your cool, listen to what management has to say and don't let them get under your skin."

**Craig Karnia, Steward
Local 705, Chicago**



methods every day."

If you get a warning, grieve it right away. If you get in more trouble later, a Teamster panel or an arbitrator will definitely take notice if you haven't challenged previous warnings.

If management asks you to sign a letter committing to a certain level of performance, you can refuse to sign it. If management orders you to sign it, sign it under protest and file a grievance.

Strength in Numbers

Drivers are safer when more drivers are following the methods.

That starts when experienced Teamsters who know the methods take the time to share their knowledge with other drivers.

You can help by sharing this article and other tips with drivers in your building.

Date	
Lv. Bldg	
Ret. Bldg	
Punch Out	
O.T.	
Total Hours	
Over 70 P/U	
Over 70 Del	
Air P/U	
Air Del	
On Call Air	
Del Stops	
D.R. Stops	
Total Stops	
Del Pieces	
P/U Pieces	
COO	
COO S.A.	
Pd. S.A.	

Return to:
TDU
PO Box 10128
Detroit, MI 48210
Or order online at
www.tdu.org

Document Your Day with The Package Car Log Book

The TDU Package Car Log Book gives drivers a place to document the information you need to protect yourself from unfair discipline and harassment.

Use the log book to record stops, pick-ups, instructions from management or anything out of the ordinary. Each logbook covers a three-month period.

\$3 each • \$2.50 each for 5 or more

Ordering _____ Amount Enclosed _____
Name _____ Local _____
Address _____
City _____ State _____ Zip _____

makeUPSdeliver.org



Make UPS Deliver provides independent contract enforcement information to UPS Teamsters. We are independent of the International Brotherhood of Teamsters and do not reflect its views.

Protecting Yourself When UPS Comes After You for Production

With profits down, management is turning up the pressure on package drivers.

What to do if management comes after you for production.

In a tough economy, UPS is squeezing Teamster drivers more than ever. Management's goal is to increase drivers' stops per hour. The company has even produced a standardized warning letter for "Failure to Maintain Demonstrated Performance Levels."

Whether it's a warning letter or a meeting in the office, the message from management is the same: maintain your Stops Per On-Road Hour (SPORH) from your OJS ride or face discipline.

UPS drivers owe the company a fair day's work for a fair day's pay. Drivers who are trying to beat the system can be disciplined. But our union contract does not recognize the SPORH or any other production number.

That doesn't stop UPS management from trying to use SPORH's as a basis for discipline. How can we protect ourselves—and other Teamsters—if management comes after us for production?

Dismantle the Company's Case

Management's argument that a driver can maintain the same SPORH every day—especially on OJS days—doesn't hold up to scrutiny. Every driver knows that no two days are the same. There are too many variables—number of stops, size and type of packages, weather, traffic, etc.—for us to maintain the same SPORH day in and day out.

Keep a daily log book and take special note of exceptional problems: traffic, construction, vehicle problems, customer delays, etc.

Good records dismantle the company's case by demonstrating that the company is comparing different input and arbitrarily expecting the same output. Remember, the burden of proof is on the company to prove that you are not meeting your obligation to a fair day's work for a fair day's pay.

That Special Day

Keeping good notes of what happens when you have an OJS is especially critical. Make sure to note how your route and load differs from your typical days.

Your preloader and drivers on neighboring routes can contribute valuable

information, including whether the load was adjusted (or if the preloader's start time was adjusted) on OJS days. Many cell phones come equipped with cameras that can provide handy snapshots of bad loads—or the discrepancy between the load on an OJS day and other days.

If a supervisor touches a package or holds a door, make a note of it. The contract clearly says, "If a supervisor assists a driver during an OJS, that day will not be used in determining a fair day's work" (Article 37.2).

Protect Your Work Record

If management is coming after you for production, they will try to build up a case over time.

"The first thing is protect your work record," says Mark Day, a shop steward in Chicago Local 705.

If management gives you a letter, grieve it. If you don't they can use it against you later. The company can even use verbal warnings against you later—if they make a record of it in your Pittsburgh.

"We've found all kinds of notes in member's files by managers where they say they talked to a driver about poor job performance," Day said. "We put in a rebuttal letter and get it on the record that the driver is meeting the contractual standard of a 'fair day's work for a fair day's pay' and that every day's load is different."

Most states have laws that guarantee you the right to see your personnel file, so use the law to keep track of what is in your file.

"Don't let management dirty up your personnel file and build a case against you," says Day.

How to File a Grievance

Most of the time, management stops short of discipline. But warning letters are on the rise.

Answer all discipline with a grievance—citing violations of Article 37, Article 6 and all others that apply.

Article 37 says that, "The parties agree that the principle of a fair day's work for a fair day's pay shall be observed at all times."

Text of a real warning letter issued by management to a 34-year employee!



Employee ID

RE: Warning Letter for Failure to Maintain Demonstrated Performance Levels

You have failed to maintain the demonstrated performance levels from [date] to [date] as you did when you were previously ridden with by your supervisor. You had OJS rides on [date] and [date]. You were sent a letter of record in the mail to your home on [date]. It is unacceptable not to maintain the demonstrated performance levels that have been previously demonstrated by you.

For UPS to maintain its reputation as the most reliable service provider in the industry, it must require all of its employees to work in a manner which reflects the best interest of the company. As a professional UPS Service Provider with 34 years of experience, you are expected to continue to use the methods and supervised

We are bringing this matter to your attention with the expectation that you will perform your job responsibilities to the level you have demonstrated when your supervisor rode with you. Failure to do so will result in further disciplinary action, up to and including discharge.

Regards,
UPS

"You have failed to maintain the demonstrated performance levels from [date] to [date] as you did when you were previously ridden with your supervisor."

"We are bringing this matter to your attention with the expectation that you will perform your job responsibilities to the level you demonstrated when your supervisor rode with you. Failure to do so will result in further disciplinary action, up to and including discharge."

Article 37 also states that, "The Employer shall not in any way intimidate, harass, coerce or overly supervise any employee" and that UPS will give "due consideration to the age and physical condition of the employee."

Article 6 bans any "Extra Contract Agreements"—and applies when management tries to make employees maintain a SPORH or other production quotas that are not recognized by the contract.

Using Information Requests

Article 4 requires the company, upon request, to provide the Local Union or designated shop steward with documents and information that is "reasonably related" to a pending grievance.

When a production grievance is filed, the following information should be requested by the Local:

- A complete copy of the employee's personnel file.

- All evidence, including investigatory notes, that management used to make its determinations regarding any possible discipline.
- Operations Reports for all days in the time frame indicated by management as the "SPORH" time frame plus 30 days on both sides of the time frame. Where applicable, the union should request telematics reports for the same days.
- OJS Reports including a copy of all management notes, memos, electronic data, or comments.
- A copy of the most recent Time Study report for the route. This will allow you to show how changes in the route would be expected to affect your overall SPORH.

For more information on protecting yourself from production harassment, contact TDU at 313-842-2600.

	Stops	Pkgs
Delivery	166	261
Driver Ret	99	
Pickup	4	2
Total	170	
EAM	0	0
NDA	10	11
Saver	7	7
2DA		13
On Call Air		0
ODS	0	0
Over 70's		0
Air Recovery		0

Safety Elements	Events	Notes
Seat Belt off in Travel	3	.1 Miles
Recording in Travel	1	1.2 MPH
Delivery While Idling	2	
Bulk Head open in Travel	42	7.0 Miles
Harsh Braking		
Total Backing Events	15	0.2 Miles
Average Distance (ft)	63	
Total Backing Time (mm:ss)	04:16	
Average MPH	2.5	
Backing First Exceptions	2	
Rest Backing Events	3	.02 Miles
Rest Average Distance (ft)	40	
Rest Backing Time (mm:ss)	00:32	

Service	Stats
Missed Packages	0
Missed Pickups	0
Premium Stops Late	0
Premium Pkgs Late	0
Zero Volume Pickups	2/4
Pickup Stops < 2:30	3
Pickup Pkgs < 2:30	1
Total COD's	3
COD Send Against	4
Paid Send Against	9
Call Tags	0
High Values	0
ARS Packages	0

Performance	Pfan	Actual	OwUn
Paid Day	8.33	11.03	2.70
On Road Hours	7.90	1.25	-6.65
AM	0.160	0.500	0.340
PM	0.100	9.280	9.180
Total Inside Hrs	0.260	9.780	9.520
SPORH	21.52	136.00	114.48

To/From Miles	14
On Area Miles	34
Total Miles	48
GPS Miles	51.9
Idle Time	45.72

00
5/8/09

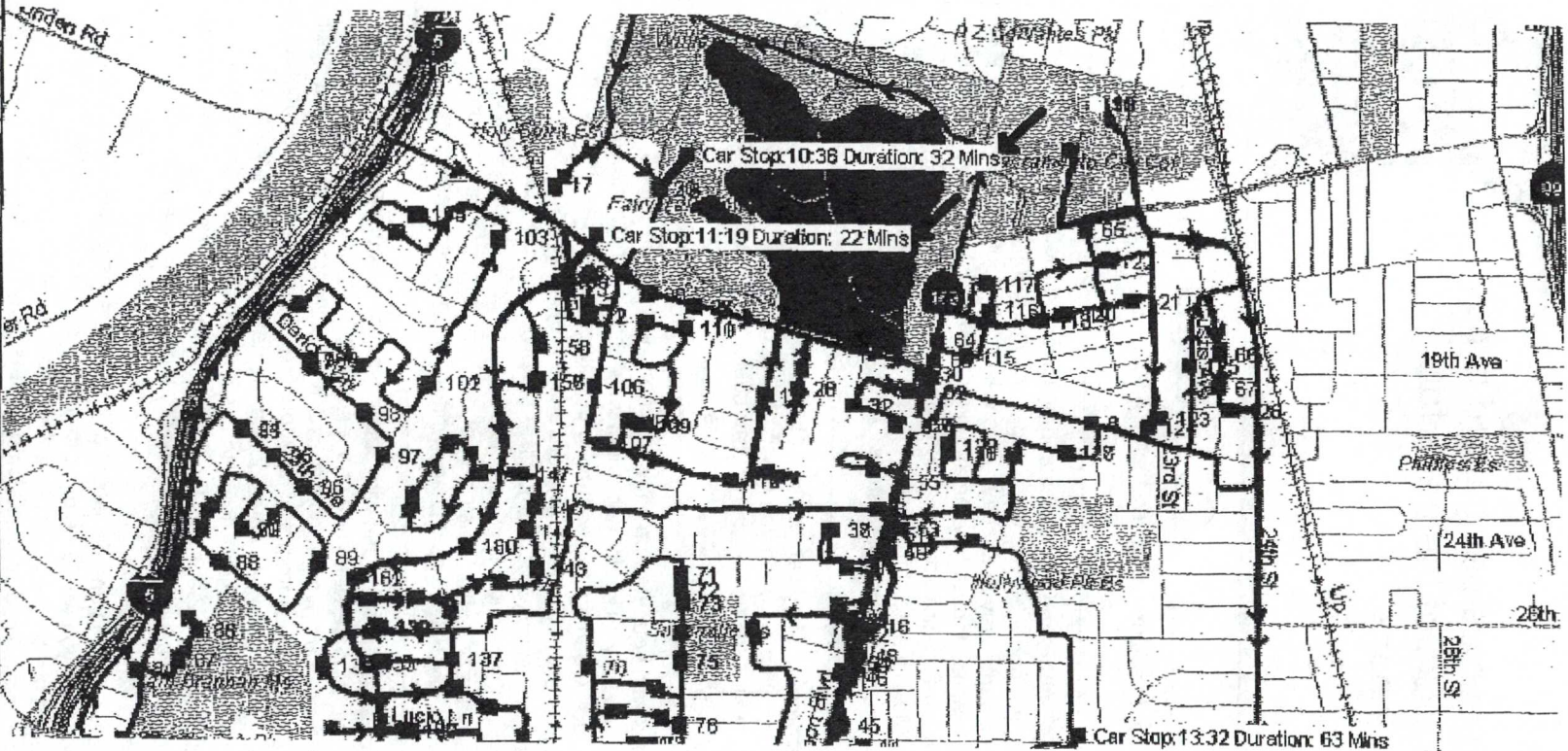
Safety Elements	Events	Notes
Seat Belt	3	.1 Miles
Rec In Travel	1	1.2 MPH
Del While Idling	2	45.7 Mins
Bulk Head Door	42	7.0 Miles
Speed		
Backing Total	15	.2 Miles
Backing Res	3	40 ft Avg
Back First Excpt	2	
Backing Speed		2.5 MPH
Harsh Braking		
Package Stats	Stops	Packages
Delivery	166	261
Dr Rel	99	
Pickup	4	2
Total	170	
NDA Pkgs		18
SDA Pkgs		13

Service	Actual	Notes
Late 1DA		
Total Late		
Missed Del	0	
Missed PU	0	
Paid SA	9	
CODS	5	4 SA
Call	0	
Pickups < 14:30	3 Stp	1 Pkgs

Elements	Plan	Actual	
Paid Day	8.33	11.03	2.70
SPORH	21.52	136.00	114.48
AM	0.16	0.50	0.34
PM	0.10	9.28	9.18
Tot Inside	0.26	9.78	9.52
Del Work	5.13		
PU Work	.13		
Other Misc	.00		
Tot Work	5.26		
To/Fr Hrs	.37		
OA Trav Hrs	2.02		
Tot Travel	2.39		
To/Fr Miles		14	
On Area Miles		34	
Total Miles		48	
GPS Miles		51.9	

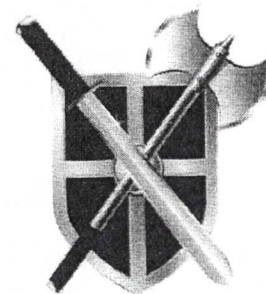
Elements	Actual	
Idle Time	45.72	
Over 70's	0	
Recovery Pkgs	0	

Breaks		
Start	Finish	Time
13:33	14:33	60



Stop	Type	Notes	Time	ETS	MTS	OV/Un	Pkgs	Address	Notes
111	D		17:27:18	0:38	.00	-0:45	1	1415 CARROUSEL LN	VEHICLE STOPPED FOR 32 MINS. AND 22 MINS.
112	D		17:31:01	3:43	.65	+0:01	1	1521 SHERWOOD AVE	
113	D		17:31:23	0:22	.00	-1:01	1	1708 SHERWOOD AVE	
114	D		17:31:35	0:12	.00	-1:11	1	1733 SHERWOOD AVE	
115	D		17:40:50	9:15	.86	+4:12	1	2040 20TH AVE	
116	D		17:42:28	1:38	.10	-0:07	1	4216 LOTUS AVE	
117	D		17:44:07	1:39	.06	+0:04	1	2020 15TH AVE	
118	D		17:46:04	1:57	.22	-0:12	1	4200 21ST ST	
119	D		17:47:24	1:20	.04	-0:23	2	2112 16TH AVE	
120	D		17:48:42	1:18	.01	-0:08	1	2117 16TH AVE	

THE BEST DEFENSE. Sometimes being good is not good enough. Here are the tricks of the trade for keeping management off your back.



<u>General Category</u>	<u>Notes</u>
Avoid Fatal Errors	You know the cardinal sins – don't do them.
Safety First when your - • Driving • Walking • Parking • In the truck • At the customers • At the building	Get to know UPS' published guidelines and policies and methods. The better you know them; the better off you will be now and in the long run. Practice doing the job the same way every day. This will be good for your body and your wallet. Stay in practice for the day the sup rides with you and to keep yourself consistent for the telematics software. Smooth and consistent is the key to long term success. Make it a habit to always drive super legal. Don't speed. Park legally. Never run. Make complete stops. Avoid backing.
Working with customers	Train your customers. They can be your number one ally when the sup is with you. Teach them what do when you have a rider. Teach them what to do when you are alone. It all adds up quickly. If your customer is a real friend, have them ask the sup with you service questions.
You Don't Need Their Help	When the sup is with you let them know you don't want their help. Once you have said this and they still help, document what they do, note the where, when and what they do. Opening doors, moving packages, whatever. If they do unsafe things like talk to you while you drive or if they fail to use their seat belt, don't confront them, simply document this – note where, when, what. The idea is to build a log of their activities in case you need to defend yourself in the future. Note any crazy instructions given or non standard demonstrations - especially if what they say or do violates written UPS procedures or methods.
Recording devices	Very helpful for some things. Use with caution in most circumstances. A recorded conversation between you and a sup is a "one time use" item. As soon as they know you have a recorder, you will be ordered to not carry it again and they will be suspicious from that time forward. The best use of a recorder is for keeping good and complete notes during the day. Many cell phones now have a good recording function – learn to use it and learn to use the camera. If you get inappropriate messages on the DIAD – take a picture. If you have really bad weather or an unusual traffic back up or situation – take a picture.
The Best Defense Is An Offence	Do and grieve unless it is unsafe, illegal or immoral is the golden rule. Create a record that provides you with a defense that shows they don't always do things right according to the contract. Especially important are documented, clear instances of harassment, discrimination or orders given to you that violate UPS' own policies and procedures. Protest all warnings and write ups – never, never let a warning, either verbal or written go unchallenged. If you see a supervisor doing something unsafe – make a note and let the steward know. They are building a record on you – you should be doing the same on them. Use your rights to know what they have in your file.
Records	Keep a Driver's note book (written or electronic). Good records can save you. Pictures, recordings, notes will help you if you need them. At the end of the day take a picture of your DIAD summary screens so you have a record of the day's

	work.
Kill Them With Kindness	You're not a company suck if you promote the business, so do it. Turn in leads and make suggestions to customer service people that will help the customers and the business. All the better that you do this in such a way that there is a written record of your good works – keep a copy of all leads or suggestions. Note who you turned them in to and what they were about. Keep copies of any written recognition and note any new business generated by your suggestions.
Preloaders	Treat this person as your brother, sister, son or daughter. They are your eyes and ears if there is any funny business or unusual requests by management while you truck in loaded in the AM. You watch their back and they watch yours. Remembering them on their birthday, holidays anniversaries, etc is not just the right thing to do; it is the smart thing to do. Make sure they talk to you or send you a text if they detect funny business with your load. Especially communicate with the preloader regarding days you have a rider. You want to know if the load was perfected – what splits were taken or added and anything else that was done out of the ordinary.
Over 70	The secret weapon. If every driver would follow the over 70 language in the contract, UPS would have to hire a bunch of new drivers and it will drive the telematic software crazy. Nothing they have in their telematic algorithm can possibly account for the non-standard situation introduced by drivers insisting on the proper delivery and pick up of over 70 packages. Especially insist on proper handling of over 70's when the sup is with you. It is your right to do this even if you sometimes do not exercise your rights.
Lunch and Breaks and leaving the building	Take your breaks and lunch according to the contract. Make accurate not of when you leave and arrive at the building in case these numbers are changed by the supervisor. While on lunch talk like you are being listened to by management while you are in the diner because they might be.

**An Analysis of the 1999
Teamster Carhaul Contract
and
Comparison with the
Carhaul Contracts of 1992 and 1995**



produced by TDU
Teamsters for a Democratic Union
P.O. Box 10128, Detroit, Mich 48210
(313) 842-2600
June 11, 1999

An Analysis of the 1999 Teamster Carhaul Contract and Comparison with the Carhaul Contracts of 1992 and 1995

Introduction

"This is my first contract and if you don't think I'm going to negotiate a great one, you're crazy."

— James Hoffa, speaking in Detroit on March 28, 1999.¹

The Teamster carhaul contract signed June 2, 1999, has been widely seen both inside and outside the Teamsters Union as a test of the Teamster leadership of James Hoffa. Many Teamster members, management, the media, and certainly Hoffa himself have emphasized this point.

This contract analysis and comparison is a detailed, factual review of the contract and a comparison to the previous two carhaul agreements.

There are four aspects to this analysis:

1. The monetary or economic package;
2. Major new protections for Teamster members;
3. Concessions or give-backs to the employers;
4. Involvement of rank and file carhaulers in the contract process.

The 1999 contract falls short of the 1992 and 1995 contracts on each measure.

Monetary Package

The monetary settlement includes both wages and benefits (pension and health and welfare contributions). The settlement does not contain any improvements in holidays, sick days, vacation time or other benefits that would add to the monetary package.

Wages and Benefits

For the first time ever in a carhaul contract, there is a "bonus" and wage freeze instead of an increase in the base wage for the first year of the contract. This was also done in the Teamster NMFA (freight contract) of last year, but since carhaul is a much more unionized and profitable industry, it represents a dangerous precedent for all Teamsters.

The wage increase of 0-50¢-50¢-50¢ over four years is a 7.6 percent increase, or an average of 1.9 percent a year. The increase in the total (wages and benefits) package, which is \$3.30 over four years, is 2.4 percent; 3.8 percent; 3.2 percent; 2.4 percent, or an average of 2.95 percent² a year.

Most carhaulers are not paid hourly, but rather are paid according to the miles they drive. The increase for loaded-miles pay is 7.6 percent, and for running-mile pay 7.4 percent. Thus the same result is reached.

The low economic package was considered a win for management. Indeed, the American Trucking Association's *Transport Topics* (June 7, 1999) boasted that it was **below average for all union settlements this year**. The *Wall Street Journal* (June 3, 1999) listed the wage and benefit package as a management victory. In the current booming economy, especially in the auto industry, the union settled surprisingly cheap.

The economic package, in percentage terms, compares unfavorably to the 1992 and 1995 packages.

In the 1992³ carhaul contract, the wage increase was 9.93 percent over four years, or 2.5 percent a year. (\$1.60 increase on base wage of \$16.16) The total economic package was 15.07 percent, or 3.8 percent per year.

Thus the 1992 contract monetary settlement was 25 percent larger than 1999 on a percentage basis.

In the 1995 carhaul contract, the wage and benefit package was 12.7 percent over four years, or just under 3.2 percent per year average. (\$2.90 package on a \$22.91 total package base)

Thus the 1995 contract monetary settlement was slightly better than 1999, on a percentage basis.

Apparently management came away from the table in 1999 with a relatively cheap settlement, in a booming economic period for the industry.

Pension Improvements

The union leadership has stated, in reaction to negative comments about the first-year wage freeze, that they won significant pension improvements for those under the Central States Pension Plan.

The pension provisions of the carhaul contract have traditionally tracked the freight contract. Indeed, the previous contract provides that pension contributions and benefits will be equal to freight.

In 1998 freight Teamsters won benefit increases, and thus carhaul Teamsters were assured of at least matching them.

In this agreement a slight adjustment bump was made for a small group of potential retirees. While Central States Teamsters in freight can retire with \$2,000 for 25-and-out, and \$2,500 for 25-at-age-57, the carhaul contract lowers that age to 55. Thus there is a \$500 per month pension increase for carhaulers who retire at age 55 or 56 with 25 to 30 years of service.

Secondly, there is a prescription coverage benefit (in Central States) for retirees who come under Medicare after age 65. Since President Clinton is expected to introduce legislation later this month to provide a form of prescription coverage under Medicare, the impact of this benefit in the long run remains to be seen.

These two benefits were purchased with 35¢ of the monetary package noted above. **The pension improvements in the 1992 and 1995 contract era were somewhat more substantial.**

While the majority of carhaulers are covered by Central States, nearly one-third are under other plans.

New Protections

In 1992 the Teamsters Union, with the involvement of thousands of members, led a "corporate campaign" against Ryder Systems,⁴ then the largest carhaul carrier in the country. This campaign was so successful that the American Trucking Associations, backed by such political figures as Congressman Peter Hoekstra (R-Mich.) sponsored legislation in Congress to attempt to outlaw such campaigns.

The campaign won a breakthrough, the Work Preservation Agreement (WPA), which is appended to the carhaul contract. The WPA, for the first time, tied the corporate holding company of each carrier to the contract, thus combating "double breasting" for the first time. Carhaul carriers had begun to grow nonunion subsidiaries, by diverting business from their unionized subsidiaries. While this cancer has not been completely eradicated, the WPA breakthrough was an effective tool in curtailing it and saving the unionized carhauling industry.

Also, the 1992 and 1995 contracts placed new protections for the rights of individual Teamster members into the contract for the first time. The grievance procedure was changed to provide for

"innocent till proven guilty," and a new "grievant's bill of rights." Further, carhaulers who won union office or took a union position won the right to keep their seniority.

New protections were won to help deal with "whipsawing," or playing one local against another.

The 1999 carhaul agreement does not contain any such big breakthroughs, which protect and expand union strength, or protect individual Teamsters' rights. It does contain improvements in Article 48 of the Central-Southern Supplement in that members on layoff cannot be made to work out of other terminals for up to 2 weeks, and improvements that the union leadership has noted such as including grandparents and grandchildren for approved funeral leave.

Concessions or Give-Backs

The 1992 and 1995 contracts did not contain any concessions or give-backs. Needless to say, this was not because management did not demand any. **Virtually every concession that was demanded in 1999 was demanded in both 1992 and 1995, and in many cases earlier as well.**

Employer concessions demanded in 1992 and 1995 but denied by the union include:

- Lower entry-level wage for new hires
- Deletion of the border (U.S.-Canada and U.S.-Mexico) protection clause.
- So-called "flex work week" for mechanics and shop employees to end overtime work and undermine weekends off.
- Weakening of protections against half-rate pay deals, and a new clause to get half-rate for so-called "new work"

Not only were these concessions defeated during the two contracts negotiated during Ron Carey's term, most of them (including the lower entry-level wage) were demanded by the employers for at least the past six contracts, and rebuffed by the union each time.

In 1999 these same concessions were demanded once again by the employers. But this time they were successful in getting the union to agree to two of the concessions.

First, the union agreed to allow the "flex workweek" for mechanics and shop employees. The new clause provides for a two-tier set of conditions, with only new employees subject to the Thursday to Sunday workweek. The union leadership and the employers have emphasized the fact that this only applies to new hires, but others have pointed out two counter arguments. First, that it will destroy overtime work for senior employees (double-time pay on Sunday, which many shop employees rely on as part of their income), and second, that it represents a "foot in the door" which very possibly will end up involving the end of any time-off protections for all in the industry. Indeed, most concessions of this sort do start small, and then tend to grow.

In addition, the employers won a new "Sunday to Thursday" night-shift workweek for drivers in the Western States. Again, this is on a limited scale, but represents a step toward around-the-clock work with no protections.

These concessions are surprising because Hoffa had stated that he would respond to carhaulers' pleas for *more time off protections, for more ability to work less in this difficult and dangerous industry.* But nothing of the sort was won; instead, concessions opened the door to give the employers more control over Teamsters' lives.

In addition, a concession was made to the employers to allow for the expansion of half-rate backhauls (performance of the back-haul portion of the driving work at half of union pay) to acquire new business. The new clause in Article 22 is sold by management as a way for them to get traffic off the rail, or even from nonunion carriers. But it will allow easier access to half-rate deals, by giving the employers a 30-day period when they can impose the deals before a vote is taken.

Teamster Member Involvement

In the 1992 Teamster "corporate campaign," the 1995 carhaul contract campaign, and in other Teamster contracts in the 1990s, the union has led innovative campaigns to involve rank and file members in setting the union's demands and then in mobilizing to win them. This program led to the 1997 United Parcel Service contract campaign, which was widely considered labor's victory of the decade. It also led to a new level of public support for labor, as rank and file workers took the cause to the community.

In the 1999 carhaul contract, no such program was utilized. Instead the union used the contract to focus attention on one person. Teamster press releases typically began with "Hoffa Won ...". When the contract was settled, Hoffa held a press conferences with a backdrop of his own campaign posters. By contrast such press conferences held by the previous Teamster leadership always included rank and file members as spokespersons.

The fact that rank and file involvement was abandoned by the union leadership in favor of PR for the president undoubtedly was a key reason that this agreement was inferior to the two previous ones.

Footnotes

1. Quoted in *Crain's Detroit Business*, April 5-11, 1999.

2. The dollar figures and percentages for the contract are identical to those presented by the union leadership, with one exception. The union leadership's chart counts the first year bonus (and wage freeze) as the exact equivalent of a 72¢ per hour raise added to the base rate. This is neither accurate nor honest. This one difference leads to a significant puffery in their figures (3.7 percent a year instead of the more accurate figures presented here).

3. The "1992" contract actually dates back to 1991. Then Teamster president William McCarthy failed to negotiate a contract acceptable to carhaulers, and when Ron Carey took office in 1992 his new administration negotiated the 1991 contract in 1992.

4. Ryder's Auto Carrier Division was sold to Allied Holdings, which now has about 65 percent of the U.S. carhaul market, and a similar share in Canada as well.

BUILDING FOR THE FUTURE IN RANK & FILE STRUGGLES TODAY

A Resolution · TDU Rank & File Convention November 5-7, 1999

This year saw the Teamster old guard take control of the International Union, a setback for our union and for the whole labor movement.

But this year also showed the staying power of the Teamster reform movement. The 1998 IBT election demonstrated the deep support for reform in our union and the strength of Teamster leaders who stand up for rank and file power. Despite running against a supposedly unbeatable big name, a big machine and big money, Tom Leedham won in 165 locals and 20 states.

This year we've also seen exciting rank and file struggles to win better contracts and new reform leadership in local unions.

TDU heads into a new century on a strong foundation of principles, experience, leadership and vision. We are proud of our victories and the work we have done to transform our union since the days of mob control, old guard dictatorship and sweetheart deals. But, as always, we will focus on the future and the work we have to do today to win tomorrow's victories.

IN THE COMING YEAR WE RESOLVE TO

Build rank and file power and unity in Teamster struggles to win good contracts, enforce our rights and organize the unorganized. We will reach out to draw in those Teamsters who may have voted differently from us in the last IBT election, or not voted at all, but who share a desire for a strong democratic union.

Lay the basis, starting now in our local unions, to elect hundreds of reform delegates to the 2001 Convention to protect and expand our rights.

Join with reform Teamster leaders to put forward a new leadership for the International Union with a platform built on rank and file power. We empower the TDU Steering Committee to consider endorsement of candidates for IBT office prior to our next Convention.

Protect Teamster members' Right to Vote for IBT officers and delegates in an impartially supervised election with democratic rules, and to counter attempts to undermine that process.

Defend the democratic rights of all Teamster members and reform union leaders, which are currently under attack from the IBT leadership. We will support and contribute to the development of an Ethical Code of Conduct within our union and work to hold all Teamster leaders accountable to such a code.

Above all, we will build our reform movement in the coming year so that we will have the numbers and organization to accomplish these goals: to recruit more members to TDU in every area and craft, to strengthen local TDU chapters and develop new ones, to expand the circulation of *Convoy Dispatch* and other TDU materials, to develop and strengthen national networks of members with common interests. We will reach out and draw fresh and diverse forces into TDU.

The old guard wants to drag our union back to a failed past. TDU will continue to fight for a strong future by building rank and file organization today.

Resolution to the 1999 TDU Convention

Whereas it has been the longstanding position of the progressive rank-and-file movement to fight for the independence of the trade union movement from government control.

Whereas the federal government's oversight of the IBT has encouraged the most reactionary, anti-union political forces in the country to interfere in the internal affairs of the union.

Therefore, be it resolved that TDU campaign to end the Federal government's oversight of the International Brotherhood of Teamsters.

Joe Allen
IBT 705
SHAUN HARKIN
IBT 804

Resolution to the 1999 TDU Convention

Whereas it has been the longstanding position of the progressive rank-and-file movement to fight for the independence of the trade union movement from government control.

Whereas the federal government's oversight of the IBT has encouraged the most reactionary, anti-union political forces in the country to interfere in the internal affairs of the union.

Therefore, be it resolved that TDU campaign to end the Federal government's oversight of the International Brotherhood of Teamsters.

Joe Allen
IBT 705
SHAUN HARKIN
IBT 804

Defeated (2 to 1) on Sunday Nov. 7, 1999

Rank and File Bill of Rights

I. DEMOCRATIC BY-LAWS. All business agents and stewards should be elected. Vacancies in office should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International Vice Presidents elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent until proven guilty, right to remain on the job until final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right, backed up by our union, to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT-HOUR DAY AND FIVE-DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four-day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25-and-out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he or she makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the differences in age, race and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

TDU Constitution

Article One: Name

This organization shall be known as Teamsters for a Democratic Union.

Article Two: Object

The object of this organization is to strengthen the Teamsters union from within by building a unified movement of rank and file Teamsters that is organized to fight for rank and file rights on the job and in the union, as summarized in the Rank & File Bill of Rights. We aim to bring the Teamsters union back to the membership. We do not advocate secession from the Teamsters union, or "dual unionism" in any form whatsoever.

It shall be an object of this organization to promote the quality of working conditions and safety in the trucking industry and of Teamsters generally.

This organization shall seek to unite with all bona fide rank and file Teamster groups. With that purpose in mind, TDU will strive to develop common areas of work, a unified strategy and a coordinated leadership with any other such groups. Where such other groups have a proven strength and individual identity, they shall not be required to give up that identity. Rather, we would seek agreement on strategy and program and a leadership that would strengthen the rank and file movement.

Article Three: International Organization

This movement shall be based on individual members and on local chapters of Teamsters organized under the same name. The highest policy-making body of the movement shall be the annual convention. The movement shall elect an International Steering Committee (ISC) as the body to govern it between TDU Conventions.

Article Four: Local Organization

This organization shall build and be built upon local chapters in cities or individual union jurisdictions with elected steering committees to lead those chapters.

Article Five: International Steering Committee Responsibilities

It shall be required of the ISC that they provide leadership for the organization between conventions. The ISC shall have the power to choose administrative people to help run the organization should finances permit. The ISC is entrusted with the power to make certain that the will of the organization, as decided at the annual convention, is carried out.

The convention shall elect the International Steering Committee and three (3) numbered alternates. In the event one or more committee members are absent from an entire steering committee meeting, the alternate(s), in order, shall fill the temporary vacancy or vacancies. The alternates shall be used to fill any possible permanent vacancies that may occur in the ISC. The size of the ISC shall be set by the convention.

It shall be a particular responsibility of the ISC to:

- put out a newspaper for the organization as a whole;
- manage the organization's finances;
- keep communications going within the group and between chapters;
- support local chapters in their activities and help build and coordinate regional activities;
- coordinate campaigns as needed;
- plan the convention;

- support the work of the Teamster Rank & File Education and Legal Defense Foundation, and coordinate efforts to defend the rights of Teamster members to a job, pension and a strong and democratic union;
- raise funds.

The International Steering Committee shall be authorized to maintain, in addition to the International office and any regional offices which may be established, a registered office in Washington, D.C., staffed by a registered agent. The ISC shall oversee the work of this office, which shall include:

- promoting the safety and quality of working conditions in the trucking industry and among Teamsters generally;
- developing new government measures concerning occupational safety and health and the enforcement of existing measures in this area;
- aiding the fight against corruption in our union;
- conducting the research and aiding the publication of educational publications on health, safety and pension rights of Teamsters.

The ISC shall be authorized to establish an Editorial Committee for TDU's newspaper. The National Organizer shall be responsible for the content of the publication and answerable to the ISC which shall set editorial policies.

Article Six: TDU Officers

Following the election of the International Steering Committee, the convention shall elect eight officers from among the ISC members for the following offices: four Co-chairs, a TDU Organizer, and three (3) Trustees. The responsibilities of the officers shall be as follows:

The Co-chairs shall chair ISC meetings. Whenever possible, they shall be the spokespersons for TDU as a whole. They shall, along with the TDU Organizer, set the agenda for ISC meetings and make other such decisions between ISC meetings, but shall not be empowered to decide on policies or programs for the group as a whole.

The TDU Organizer shall coordinate the day-to-day functions of the organization and act as spokesperson in the absence of the co-chairs.

The Organizer shall, along with the Co-chairs, set agendas and make decisions regarding the implementation of the organization's policies, but shall not be empowered to decide on the policies or programs of the group as a whole.

The Trustees shall meet before the ISC meetings to go over the books and financial statements, along with the accountant(s) in charge. They shall have full access to all financial records, books, receipts, and other material needed to verify the books. The Trustees shall also meet as a Financial Subcommittee, along with the TDU Organizer, to make recommendations to the Steering Committee on finances, staff and fund raising.

Article Seven: Chapter Responsibilities

Local chapters shall be active in local issues, grievances, contracts, and try to publish local newsletters or newspapers as organs of TDU. Local chapters shall be responsible for their own finances. Local chapters shall follow policies agreed to by the organization at the annual convention.

Article Eight: Individual Member Responsibilities

All individual members of TDU must pay dues. TDU is an activist organization and as such relies on TDU members to take an active part in TDU and in our union. This includes distribution of TDU literature, recruitment of members and participation in TDU activities and in our union.

Although the TDU international organization does not endorse specific local union candidates, we recognize the importance of participation in local unions and in elections by TDU members and chapters. Members who run for office are encouraged to do so in a principled manner, in support of the TDU Bill of Rights. Those who get elected are expected to continue to support and build TDU and to work for reform of our International Union. TDU will promote the highest principles of unionism among Teamster officers, and we will work to defend the rights of all Teamsters to free and fair elections.

Article Nine: Responsibilities of the Convention

It is recognized that the convention is the highest body and holds ultimate decision making power in TDU. As such, it is required of the convention that a policy and program for the coming year be decided upon for the guidance of the International Steering Committee and members and chapters.

All votes taken within this organization shall be decided by simple majority (50% + 1).

Article Ten: Membership Rights

All Teamsters and Teamster spouses are eligible to become members of TDU. However, the organization reserves the right to exclude those who are opposed to TDU or its principles. All members have a right to attend the convention. All TDU members who are in attendance have the right to full voting and discussion rights on all matters before the convention. Subject to ISC approval and discretion, individual members have the right to attend and speak in an orderly fashion at ISC meetings.

Article Eleven: Finances

Every member of TDU shall be required to pay to the TDU office dues as determined by the conventions. Dues amounts and policies shall be changed only by convention vote.

All members shall receive a subscription to the TDU newspaper. Recognizing that such a dues fee would not begin to meet our real expenses, the ISC is empowered to enact voluntary pledge and donation systems for those members who have expressed their ability to pay more than the minimum.

Article Twelve: Political Independence

TDU shall remain independent of any particular political organization. Further, no member may use the resources of this organization for his or her own political advancement. This clause is in no way intended to restrict individuals from following their own particular political ideology, but is written merely to protect TDU from being characterized as supporting one particular party or organization.

Individual members shall at all times retain their individual right to speak out publicly as an individual in support of their own political beliefs.

Article Thirteen: Amendments

This Constitution shall be amended only at TDU Conventions. Amendments shall be submitted one month in advance and mailed to local chapters for consideration as soon as possible in advance of the start of the convention. They can be mailed by any member to the TDU office. They shall be made available to the convention, and shall be voted on. Those passed by a majority (50% +1) shall become effective immediately and be incorporated into this Constitution.